MCPS 2025-26 Annual Notices
To Parents/Guardians of Gr. EL-12 Students

DIRECTORY INFORMATION

The **Family Educational Rights and Privacy Act** (FERPA), a Federal law, requires that Missoula County Public Schools District No. 1, with certain exceptions, obtain your written consent prior to the disclosure of personally identifiable information from your child's education records. However, Missoula County Public Schools may disclose appropriately designated "directory information" without written consent, unless you have advised the District to the contrary in accordance with District procedures. The primary purpose of directory information is to allow Missoula County Public Schools to include this type of information from your child's education records in certain school publications. Examples include:

A playbill, showing your student's role in a drama production; The annual yearbook;
Honor roll or other recognition lists; Graduation programs; and
Sports activity sheets, such as for wrestling, showing weight and height of team members.

Directory information, which is information that is generally not considered harmful or an invasion of privacy if released, can also be disclosed to outside organizations without a parent's prior written consent. Outside organizations include, but are not limited to, companies that manufacture class rings or publish yearbooks. In addition, two federal laws require local educational agencies (LEAs) receiving assistance under the Elementary and Secondary Education Act of 1965 (ESEA) to provide military recruiters, upon request, with three directory information categories—names, addresses and telephone listings—unless parents have advised the LEA that they do not want their student's information disclosed without their prior written consent. **[Note: These laws are Section 9528 of the ESEA (20 U.S.C. § 7908) and 10 U.S.C. § 503(c).]**

If you do not want Missoula County Public Schools to disclose directory information from your child's education records without your prior written consent, you must notify the District in writing by Friday, October 10, 2025. Missoula County Public Schools has designated the following information as directory information:

Student's name
Address
Telephone listing
Electronic mail address (if available) Photograph
Date of birth
Dates of attendance
Grade level
Participation in officially recognized activities and sports Weight and height of members of athletic teams
Awards and honors received

NOTIFICATION OF RIGHTS UNDER FAMILY EDUCATION RIGHTS AND PRIVACY ACT

The **Family Educational Rights and Privacy Act** (FERPA) affords parents and students over 18 years of age ("eligible students") certain rights with respect to the student's education records. These rights are:

1) The right to inspect and review the student's education records within 45 days of the day the School receives a request for access. Parents or eligible students who wish to inspect their child's or their education records should submit to the school principal a written request that identifies the records they wish to inspect. The school

official will make arrangements for access and notify the parent or eligible student of the time and place where the records may be inspected.

2) The right to request the amendment of the student's education records that the parent or eligible student believes are inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA. Parents or eligible students who wish to ask the School to amend their child's or their education record should write the school principal, clearly identify the part of the record they want changed, and specify why it should be changed. If the school decides not to amend the record as requested by the parent or eligible student, the school will notify the parent or eligible student of the decision and of their right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.

3) The right to provide written consent before the school discloses personally identifiable information (PII) from the student's education records, except to the extent that FERPA authorizes disclosure without consent. One exception, which permits disclosure without consent, is disclosure to school officials with legitimate educational interests. The criteria for determining who constitutes a school official and what constitutes a legitimate educational interest must be set forth in the school's or school district's annual notification for FERPA rights. A school official typically includes a person employed by the school or school district as an administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel) or a person serving on the school board. A school official also may include a volunteer, contractor, or consultant who, while not employed by the school, performs an institutional service or function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of PII from education records, such as an attorney, auditor, medical consultant, or therapist; a parent or student volunteering to serve on an official committee, such as a disciplinary or grievance committee; or a parent, student, or other volunteer assisting another school official in performing his or her tasks. A school official typically has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibility.

   Upon request, the School discloses education records without consent to officials of another school district in which a student seeks or intends to enroll, or is already enrolled if the disclosure is for purposes of the student's enrollment or transfer.

4) The right to file a complaint with the U.S. Department of Education concerning alleged failures by the *School District* to comply with the requirements of FERPA. The name and address of the Office that administers FERPA are:

   Student Privacy Policy Office
   U.S. Department of Ed.
   400 Maryland Avenue
   SW Washington, DC
   20212

See the list below of the disclosures that elementary and secondary schools may make without consent.
FERPA permits the disclosure of PII from students' education records, without consent of the parent or eligible student, if the disclosure meets certain conditions found in § 99.31 of the FERPA regulations. Except for disclosures to school officials, disclosures related to some judicial orders or lawfully issued subpoenas, disclosures of directory information, and disclosures to the parent or eligible student, § 99.32 of the FERPA regulations requires the school to record the disclosure. Parents and eligible students have a right to inspect and review the record of disclosures. A school may disclose PII from the education records of a student without obtaining prior written consent of the parents or the eligible student –

- To other school officials, including teachers, within the educational agency or institution whom the school has determined to have legitimate educational interests. This includes contractors, consultants, volunteers, or other parties to whom the school has outsourced institutional services or functions, provided that the conditions listed in § 99.31(a)(1)(i)(B)(*1*) - (a)(1)(i)(B)(*3*) are met. (§ 99.31(a)(1))
- To officials of another school, school system, or institution of postsecondary education where the student seeks or intends to enroll, or where the student is already enrolled if the disclosure is for purposes related to the student's enrollment or transfer, subject to the requirements of § 99.34. (§ 99.31(a)(2))

- To authorized representatives of the U. S. Comptroller General, the U. S. Attorney General, the U.S. Secretary of Education, or State and local educational authorities, such as the State educational agency (SEA) in the parent or eligible student's State. Disclosures under this provision may be made, subject to the requirements of § 99.35, in connection with an audit or evaluation of Federal- or State-supported education programs, or for the enforcement of or compliance with Federal legal requirements that relate to those programs. These entities may make further disclosures of PII to outside entities that are designated by them as their authorized representatives to conduct any audit, evaluation, or enforcement or compliance activity on their behalf, if applicable requirements are met. (§§ 99.31(a)(3) and 99.35)
- In connection with financial aid for which the student has applied or which the student has received, if the information is necessary for such purposes as to determine eligibility for the aid, determine the amount of the aid, determine the conditions of the aid, or enforce the terms and conditions of the aid. (§ 99.31(a)(4))
- To State and local officials or authorities to whom information is specifically allowed to be reported or disclosed by a State statute that concerns the juvenile justice system and the system's ability to effectively serve, prior to adjudication, the student whose records were released, subject to § 99.38. (§ 99.31(a)(5))
- To organizations conducting studies for, or on behalf of, the school, in order to: (a) develop, validate, or administer predictive tests; (b) administer student aid programs; or (c) improve instruction, if applicable requirements are met. (§ 99.31(a)(6))
- To accrediting organizations to carry out their accrediting functions. (§ 99.31(a)(7))
- To parents of an eligible student if the student is a dependent for IRS tax purposes. (§ 99.31(a)(8))
- To comply with a judicial order or lawfully issued subpoena if applicable requirements are met. (§ 99.31(a)(9))
- To appropriate officials in connection with a health or safety emergency, subject to § 99.36. (§ 99.31(a)(10))
- Information the school has designated as "directory information" if applicable requirements under § 99.37 are met. (§ 99.31(a)(11))
- To an agency caseworker or other representative of a State or local child welfare agency or tribal organization who is authorized to access a student's case plan when such agency or organization is legally responsible, in accordance with State or tribal law, for the care and protection of the student in foster care placement. (20 U.S.C. § 1232g(b)(1)(L))
- To the Secretary of Agriculture or authorized representatives of the Food and Nutrition Service for purposes of conducting program monitoring, evaluations, and performance measurements of programs authorized under the Richard B. Russell National School Lunch Act or the Child Nutrition Act of 1966, under certain conditions. (20 U.S.C. § 1232g(b)(1)(K))

PROTECTION OF PUPIL RIGHTS (PPRA)

PPRA affords parents of elementary and secondary students certain rights regarding the conduct of surveys, collection and use of information for marketing purposes, and certain physical exams. These include the right to:

Consent before students are required to submit to a survey that concerns one or more of the following protected areas ("protected information survey") if the survey is funded in whole or in part by a program of the U.S. Department of Education (ED)-

1. Political affiliations or beliefs of the student or student's parent;
2. Mental or psychological problems of the student or student's family;
3. Sex behavior or attitudes;
4. Illegal, anti-social, self-incriminating, or demeaning behavior;
5. Critical appraisals of others with whom respondents have close family relationships;
6. Legally recognized privileged relationships, such as with lawyers, doctors, or ministers;
7. Religious practices, affiliations, or beliefs of the student or parents; or
8. Income, other than as required by law to determine program eligibility.

Receive notice and an opportunity to opt a student out of –

1. Any other protected information survey, regardless of funding;
2. Any non-emergency, invasive physical exam or screening required as a condition of attendance, administered

by the school or its agent, and not necessary to protect the immediate health and safety of a student, except for hearing, vision, or scoliosis screenings, or any physical exam or screening permitted or required under State law; and

3. Activities involving collection, disclosure, or use of personal information obtained from students for marketing or to sell or otherwise distribute the information to others. (This does not apply to the collection, disclosure, or use of personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to, students or educational institutions.)

Inspect, upon request and before administration or use –

1. Protected information surveys of students and surveys created by a third party;
2. Instruments used to collect personal information from students for any of the above marketing, sales, or other distribution purposes; and
3. Instructional material used as part of the educational curriculum.

These rights transfer from the parents to a student who is 18 years old or an emancipated minor under State law or an emancipated minor under State law.

Missoula County Public Schools District No. 1 has developed and adopted policies, in consultation with parents, regarding these rights, as well as arrangements to protect student privacy in the administration of protected information surveys and the collection, disclosure, or use of personal information for marketing, sales, or other distribution purposes. Missoula County Public Schools will directly notify parents of these policies at least annually at the start of each school year and after any substantive changes. Missoula County Public Schools will also directly notify, such as through U.S. mail or email, parents of students who are scheduled to participate in the specific activities or surveys noted below and will provide an opportunity for the parent to opt his or her child out of participation of the specific activity or survey. Missoula County Public Schools will make this notification to parents at the beginning of the school year if the District has identified the specific or approximate dates of the activities or surveys at that time. For surveys and activities scheduled after the school year starts, parents will be provided reasonable notification of the planned activities and surveys listed below and be provided an opportunity to opt their child out of such activities and surveys. Parents will also be provided an opportunity to review any pertinent surveys. The following is a list of the specific activities and surveys covered under this requirement:

- Collection, disclosure, or use of personal information for marketing, sales or other distribution.
- Administration of any protected information survey not funded in whole or in part by ED.
- Any non-emergency, invasive physical examination or screening as described above.

Parents who believe their rights have been violated may file a complaint with:

Student Privacy Policy Office
U.S. Department of Education
400 Maryland Avenue,
S.W. Washington, D.C. 20212-5901

IDEA/SECTION 504

Missoula County Public Schools offers evaluations, programs and services to individuals who are identified as having, or who are suspected of having, a disability as defined in either the Individuals with Disabilities Act (IDEA), or Section 504 of the Rehabilitation Act of 1973. Referrals are accepted from parents, staff members, community agencies and/or other interested parties. For more information, call the Executive Director of Student Services at 728-2400, ext. 1032.

Once a year, Missoula County Public Schools sponsors a free early childhood screening for children ages 3-5 called *Child Find*. Children are screened for problems with hearing, speech, language, fine motor skills and other developmental issues. To learn more about this screening, please call 728-2400.

LIMITED ENGLISH PROFICIENT (LEP) STUDENTS

Missoula County Public Schools has the responsibility under federal law to serve students who are limited English

proficient and need English instructional services. Title III funds are intended to help students who have limited English proficiency to attain English proficiency, develop high levels of academic attainment in English, and meet the same challenging academic content and student academic achievement standards as all other children in the District are expected to meet. The District will ensure opportunities are provided for parents to meet with building principals and teachers, provide information how parents can be involved in their child's education, and how parents can help their child attain English proficiency and succeed in school. The District works hard to provide information to parents in a format and language that they can understand.

Each year, the District will notify parents of a student identified as limited English proficient of the reasons their child has so been identified, the child's level of English proficiency and how it was assessed, the methods of instruction used in its programs and others, how its program will help their child, and when the child is expected to gain English proficiency.

The District will provide notice to parents of limited English proficient students when the child fails to make progress on annual achievement objectives within 30 days of learning of such status.

Parents seeking more information about the District's identification of and programs for students with limited English proficiency should contact Shirley Lindburg, Gifted Education and English Language Learner Program Coordinator at salindburg@mcpsmt.org or (406) 728-2400 ext. 1057.

ELECTRONIC PHOTO REPOSITORY

The 2019 Montana Legislature passed Senate Bill 40 (MCA § 20-7-1317) requiring the Montana Office of Public Instruction (OPI) to create and maintain an electronic directory photograph repository of all Montana students for the exclusive purpose of locating missing school-age children. It uses students' current school photos that most schools take annually for school directories, ID cards, year books, etc.

Parents have the right to have their child's photograph included in this repository by "opting-in." If a parent chooses to have his/her child's photograph included in the repository, the District will notify OPI.

Your child's photograph will only be used by law enforcement for the express purpose of locating your child should he/she be reported to law enforcement as missing. No other use by OPI or law enforcement is permitted. Access by OPI staff will be strictly limited and controlled to staff or contractors creating and maintaining the repository.

Photos will be updated annually; you will be given an opportunity each year to opt-in to the repository. If you fail to opt-in in any year after previously permitting your child's photograph to be included in the repository, the photo will be purged after two years.

Even if you have opted-in to the inclusion of your child's photograph in the repository, you may opt-out at any time and your child's photograph will be removed from the repository.

ELEMENTARY AND SECONDARY EDUCATION ACT

The Elementary and Secondary Education Act (ESEA) as amended by No Child Left Behind and Every Student Succeeds Act (ESSA) requires schools to make available school "report cards," related to a wide variety of student and school performance metrics, accountability, per-pupil expenditures, and educator qualifications, as well as any other information that the Montana Office of Public Instruction or MCPS deems relevant. Information (for all schools in the state) for previous school years can be accessed from the Montana Office of Public Instruction's website at www.opi.state.mt.us. Report cards relating to the 2024-2025 school year will be available on MCPS's website no later than December 31, 2025. Information regarding previous school years is also available at each school.

The act also guarantees that the any parent has the right to know:

a) whether a teacher has met state qualification and licensing criteria for the grade levels and subject areas in which the teacher provides instruction;
b) whether a teacher is teaching under emergency or other provisional status through which state qualification or licensing criteria have been waived;

c) Baccalaureate degree major of a teacher and any other graduate certification or degree held by the teacher, and the field of discipline of the certification or degree.
d) In addition, for schools that receive Federal Title I funds, whether their child is provided services by paraprofessional, and if so, the qualifications of that paraprofessional.

HUMAN SEXUALITY AND IDENTITY INSTRUCTION

During the school year, 5th -9th grade students, are scheduled to be enrolled in human sexuality instruction. "Human sexuality instruction" means teaching or otherwise providing information about human sexuality, including intimate relationships, human sexual anatomy, sexual reproduction, sexually transmitted infections, sexual acts, sexual orientation, gender identity, abstinence, contraception, or reproductive rights and responsibilities.

The Missoula County Public Schools Health Enhancement curricula reflects the growing body of research that emphasizes teaching functional health and physical information (essential concepts); shaping personal values that support healthy behaviors; shaping group norms that value a healthy, fit lifestyle; and provides essential age appropriate human sexuality instruction including hygiene, reproductive system, disease prevention, pregnancy, and personal safety.

Parents/guardians have the right to withdraw their child from the District's human sexuality instruction.

Missoula County Public Schools will make all curriculum materials used in human sexuality instruction available for public inspection prior to the use of the materials in instruction at an individual's request.

MCKINNEY-VENTO HOMELESS ASSISTANCE ACT

Your school-aged children may qualify for certain rights and protections under the McKinney-Vento Act if your family lives in any of these situations:

- In a shelter
- In a motel or campground due to the lack of an alternate adequate accommodation
- In a car, park, abandoned building, or bus or train station,
- Doubled up with other people due to loss of house or economic hardship

Eligible children have the right to: receive a free, appropriate public education; enroll immediately and attend classes while the required documents are gathered; enroll in a local school or remain in the school of origin; if the district believes enrollment is not your child's best interest, a written explanation of the decision and your right to appeal; receive transportation to and from the school of origin if requested; and receive educational services comparable to those provided to other students depending on your child's needs.

Homeless students and families also have the opportunity to receive additional tutoring, mentoring, advocacy and other support through the McKinney-Vento Act. The District partners with family advocates in local agencies, as school liaisons, to assist homeless students and families with immediate school enrollment for eligible homeless and at-risk children and youth – regardless of missing immunization or academic records, arrange for busing or transportation assistance, and refer students for tutoring or other services for those in grades K-12. For more information, please contact the MCPS Families in Transition Liaison at call 728-2400, ext. 1040.

NOTICE OF EDUCATIONAL OPPORTUNITIES

The Board of Trustees of Missoula County Public School District provides the following description of its educational opportunities available in the District's schools:

Admission to School: The District will enroll a child in school who has reached the age of 5 on or before September 10th of the given school year pursuant to MCA § 20-5-101 and Board Policy 3110. You have the option to enroll your child in a half-time kindergarten program pursuant to MCA § 20-7-117.

The District will enroll a child in school who has reached the age of 4 on or before September 10th of the given school year into kindergarten if there are exceptional circumstances as determined pursuant to Board Policy 3110.

The District will enroll an eligible child in early literacy programs. The Early Literacy Program is for children who will be 4 years old by September 10th and have been screened by an MCPS screener and scored below proficient in at least one of the Early Literacy skills.

Resident students who have reached the age of 5 or not yet reached the age of 19 on or before September 10th of the given school year who are enrolled in a nonpublic or home school may seek part-time enrollment in the District.
The District's Jumpstart Program is a free 6-week summer program for students who will be entering kindergarten in the fall (children who will be 5 years old on or before September 10th) and students entering grades 1-3. The program provides early literacy interventions for children who score below proficient in one of the Early Literacy skills as identified through a screening process.

The District offers two free public charter schools.

- The CONNECT Academy is an online academy for students grades 9-12.
- The TEACH Academy is an arts-integrated academy for elementary students.

Proficiency-based and Personalized Learning: MCPS offers personalized and/or proficiency based learning in all P-12 schools. Personalized Learning is an educational shift that moves the learner's needs and passions to the center of the teaching and learning experience. Due to the nature of meeting unique needs, personalized learning looks different in different environments.

To facilitate personalized learning, MCPS uses proficiency scales aligned to Montana and National Content Standards that help students and teachers identify the skills needed for students to make progress towards mastery.

Proficiency based learning is also offered in MCPS schools. This approach is similar to personalized learning in that it also uses content aligned proficiency scales for students and teachers to identify specific skills that lead to mastery of the specific course of study.

Personalized learning often is project based with students making choices about which lessons to engage with whereas proficiency based learning is a more common approach to planning high quality whole and small group learning opportunities based on the instructional needs of the students.

In both approaches, proficiency scales are used for feedback/grading with a level "3" on a 4 point scale indicating grade level proficiency with the assigned content standard and/or skills. Both personalized and proficiency learning allow the student to progress at their own pace with the support and feedback of skilled MCPS educators. These approaches allow for personalized learning paths that ensure students know what they are learning and can indicate how they are making progress toward their proficiency goals.

Proficiency based and personalized learning are tools that help teachers meet the needs of the diverse learners in their classrooms. Teachers may provide these opportunities through direct, whole class instruction, small group targeted instruction, or through use of technology and adaptive learning programs. Not all lessons are personalized, however all MCPS instructional design is proficiency based.

MCPS is committed to providing high quality, student centered learning opportunities focused on mastery of content for all students. As with all learning opportunities partnerships with caregivers and community members further the potential of the personalized and proficiency based learning opportunities for our students.

The Board of Trustees may waive a specific course requirement otherwise required for graduation based on individual student needs and performance levels, age, maturity, interests, and aspirations of the parents/guardians. Waiver of a course requirement should be submitted to the Board pursuant to Board Policy 2410P.

Participation in Extracurricular Activities: Participation in extracurricular activities is addressed through the Student Handbook, which is provided to each student and is available on the school's website [insert website address]. The Student Handbook identifies the extracurricular activities offered by the District.

A student attending a nonpublic school or home school that meets the requirements under MCA § 20-5-109 may participate in extracurricular activities offered the District subject to the student's eligibility as stated in the [Student Handbook/Student Activity Handbook]. The student's academic eligibility must be verified by the head administrator of the nonpublic school or educator providing the student instruction in the home school as verified by the principal.

Access to Remote Instruction: Missoula County Public Schools will offer the Missoula Online Academy to High School age students. There is an application process and instruction is entirely online. Freshmen, sophomore and junior students enrolled full-time in MCPS high schools may also enroll in the Montana Digital Academy (MTDA) for one course during each semester of the regular academic year. Seniors enrolled at MCPS high schools may enroll in the Montana Digital Academy for up to two courses during each semester of their senior year. Students may enroll in summer MTDA courses upon the approval of their school Distance Learning Advisory Committee.

Nonresident students may seek enrollment in remote instruction offered by the District if it is the nearest district and the student's district of residence does not offer an equivalent course. Space must be available in the District's remote instruction program.

Out of District Attendance: The District enrolls all nonresident students required to be enrolled pursuant to MCA § 20-5-321. The District enrolls all other nonresident students at the request of a parent/guardian pursuant to MCA § 20-5-320 and Board Policy 3141. Enrollment is on an annual basis, and enrollment for one school year is not guaranteed for subsequent years.

The Student Access to Advanced Opportunities aims at providing students with enhanced learning opportunities beyond the standard curriculum.

AP-College level courses offered in two of our high schools-Sentinel and Hellgate HS. Students can earn college credit if they reach a certain score on the AP exams.

International Baccalaureate (IB)-Offering rigorous content for students at Big Sky and Hellgate HS emphasizing global perspectives, critical thinking and research.

Dual Credit Enrollment-Allowing students to take college courses while in high school at all of our HS campuses.

MCPS receives allocations for both Elementary/Middle School and High School. For the Elementary/Middle School we receive approximately $50,000 in funding which is used for CTE technology, Professional Learning and Project Lead the Way. We also offset parent cost for students;

- BPA (Business Professionals Association)
- Robotics
- STEM projects
- Career awareness opportunities.

For the High School, we receive approximately $211,000 that is used for a district coordinator and supplies. We also offset parent cost for students;

- Ag project cost and FFA Student Association costs
- Business projects and BPA/DECA fees
- Computer Science club and association fees
- Family and Consumer Science projects, clubs and dues
- Health Science projects, clubs and dues
- Skills USA fees and dues
- Dual credit costs
- Field trip costs
- Certification fees

Career and Technical Education: Career and Technical Education-Identify what CTE is offered and include whether there is any ability to attain industry-recognized credentials and any work based learning.

MCPS has 15 Pathways for CTE;

- Agriculture, Food and Natural Resources
- Animal Science & Systems
- Arts, A/V Technology & Communication
- Business Management
- Finance
- Information Technology
- Marketing
- Education & Training
- Hospitality & Tourism
- Health Professions
- Design & Construction
- Manufacturing
- Transportation, Distribution & Logistics
- STEM
- Welding

Industry Recognized Credentials and Work-based Learning;

- Servsafe Certifications
- TestOut IT Fundamentals Pro Certification
- The Network Pro
- Adobe Photoshop Certification
- OSHA
- General Education Certification
- Heartsaver CPR and First Aid Certification
- Phlebotomy
- TIA
- Macs 609 EPA
- Ford Automation Certification

Early College, Dual Enrollment, and Running Start Opportunities: In partnership with Missoula Community College, The University of Montana, and other Montana Colleges and Universities, all MCPS High Schools also offer dual enrollment opportunities. Students take Dual Enrollment courses for either Dual Credit or College Credit Only. Dual Credit courses award high school and college credit simultaneously for the same course. College Credit Only courses award college credit (and not high school credit) for a college course. Each High School can provide a list of the dual enrollment courses they provide by contacting the counseling center.

Hellgate and Big Sky High School also offer International Baccalaureate (IB) courses which provide students with opportunities to earn college credits.

Other Opportunities:

- Students take ownership of their learning through shared decision-making with established clear outcomes for success.
- Students have ample art and music opportunities to choose from.
- Our programs and services are adaptable and flexible to meet the needs and attributes of students.
- Students have opportunities for learning through before, after and summer programs, recreational programs, community partnerships and engagement experiences, apprenticeships, and other work-based opportunities.
- Students have multiple pathways and are supported to meet graduation goals. Our goal is to have 100% graduation success.
- Our students are provided with a holistic, multi-disciplinary, multi-cultural and integrated curriculum.

- Our students are technology proficient and have the supports and tools to learn in any setting. At the same time, we teach students the importance of balance in their lives between technology and personal connections.
- Our students are provided with youth leadership opportunities.

ASBESTOS MANAGEMENT PLAN

In the past, asbestos was used extensively in building materials because of its insulating, sound absorbing, and fire retarding capabilities. Virtually any building constructed before the late 1970s contained some asbestos. Intact and undisturbed asbestos materials generally do not pose a health risk. Asbestos materials, however, can become hazardous when, due to damage or deterioration over time, they release fibers. If the fibers are inhaled, they can lead to health problems, since as cancer and asbestosis.

In 1986, Congress passed the Asbestos Hazard Emergency Response Act (AHERA) which requires schools to be inspected to identify any asbestos containing building materials. Suspected asbestos-containing building materials were located, sampled (or assumed) and rated according to condition and potential hazard. Every three years, Missoula County Public Schools has conducted a re-inspection to determine whether the condition of the known or assumed asbestos containing building materials (ACBM) has changed and to make recommendations on managing or removing the ACBM. At the last re-inspection conducted in 2013, all materials listed in the Management Plan as asbestos containing (or assumed to be asbestos-containing) were inspected and found to be in good condition.

The law further requires an asbestos management plan to be in place by July 1989. Missoula County Public Schools has developed a plan, as required, which has been continually updated. The plan has several ongoing requirements: publish a notification on management plan availability and the status of asbestos activities; educate and train its employees about asbestos and how to deal with it; notify short-term or temporary workers on the locations of the asbestos containing building materials; post warning labels in routine maintenance areas where asbestos was previously identified or assumed; follow set plans and procedures designed to minimize the disturbance of asbestos containing building materials; and survey the condition of these materials every six months to assure that they remain in good condition.

It is the intention of Missoula County Public Schools to comply with all federal and state regulations controlling asbestos and to take whatever steps are necessary to ensure students and employees a healthy and safe environment in which to learn and work. You are welcome to review a copy of the asbestos management plan in school district administrative office or administrative office of the school during regular business hours. Burley McWilliams, MCPS Director of Operations and Maintenance, is our designed asbestos program coordinator, and all inquiries regarding the asbestos plan and asbestos-related issues should be directed to him at 728-2400, ext. 3032.

Notices Updated August 2025