



# THE STRATEGIC PLAN OF ANACONDA PUBLIC SCHOOLS

# PART 1

## Planning Horizon - Timeless

### CORE PURPOSE:

To prepare each student for lifelong personal success.

### CORE VALUES:

RESPECT

INNOVATION

EXCELLENCE

ACCOUNTABILITY

***Respect*** –  
We value showing respect and being respectful in everything we do. We believe that kindness, compassion, character, integrity, and inclusion of our diverse population are vital to our success.

***Innovation*** –  
We embrace forward and critical thinking. We continually adapt to meet the needs of each student and the expectations of parents and our community.

***Excellence*** –  
We value a culture of excellence for ourselves and others. We provide an inspiring and empowering school environment where our staff and students can excel.

***Accountability*** –  
We hold ourselves and each other accountable to the students, families and community we serve. We address our challenges in a transparent and responsive manner using a knowledge-based decision making process.

# PART II

## Planning Horizon - 10-15 Years

### Envisioned Future of Anaconda Public Schools

#### Big Audacious Goal

Anaconda School district  
is a highly-sought after  
school district that  
provides excellent  
opportunities for  
each person.

#### Vivid Descriptors of the Desired Future

Anaconda Public Schools will have successfully achieved its envisioned future when the following are present realities:

##### Students:

- Each student has an individualized and customized learning plan K-12.
- We have integrated curriculum tracts for STEM and vocational studies
- We have programs that prepare each student for college and/or careers.
- We have innovative and effective resources for our students with special needs.
- We have expansive dual credit offerings.
- We have supports and resources to meet the SEL and mental health needs of each students.
- We have programs and services that support the individual skills, assets and needs of each student so that each student can achieve their own desired success.

##### Staff:

- We provide relevant and useful training for all employees of the district.
- The District embraces and the employees take ownership of their professional growth.
- Our staff are and feel valued and supported.
- We have implemented effective recruitment and retention strategies that attract and retain the best and the brightest while exercising fiscal responsibility.
- Our staff work collaboratively and cohesively to ensure the implementation of best practices that further student learning.

##### Technology Integration:

- Our students and staff have access to state of the art, interactive learning and teaching hardware and applications.
- Each child has the necessary technological tools and applications to thrive in their education.
- We effectively utilize technology to track and improve student progress.
- We have integrated communication systems that allow for both personalized messaging as well as quick and broad communication internally and externally.

# PART II

## Planning Horizon - 10-15 Years

### **Vivid Descriptors of the Desired Future, *continued***

#### **Facilities:**

- Our facilities meet the contemporary needs of our students, staff and community while ensuring that safety and security remain a top priority.
- We have collaborated with other entities (public and private) to maximize our utilization of facilities and disposal of old buildings.
- We have a comprehensive long-term facilities plan that includes effective maintenance strategies, upgrades/innovations to our existing buildings and the planning and construction of new facilities.

#### **Culture and Climate:**

- We have improved the culture and climate of our schools and our community.
- We have high expectations of ourselves and others and we are accountable for our challenges and celebrate our successes.
- We have a highly positive image in the eyes of our community and others.

#### **Community**

- We have engaged our community: Students, staff, and families collaborate to enhance the learning of each student.
- Our families and community trust the District and believe in our programs.
- We have a strong volunteering program that allows us many opportunities to collaborate with the community.
- We have exposed our students to real-world experiences and have a program that builds upon community service and giving back to the community.
- We have greatly contributed to the economic growth of our community. As a result, our school and our community is thriving.

# PART III

## Planning Horizon - 3-5 Years

### Outcome-Oriented Goals and 1-2 Strategic Objectives

#### Goal Area 1: Student Opportunities /Curriculum

**Statement of Intended Outcome, 3-5 Years:** Anaconda Public Schools has successfully enhanced the opportunities for our students by embracing and implementing personalized learning that meets the unique needs, skills and attributes of each student.

##### 1-2 Year High Priority Strategies

1. Enhance the opportunities and certifications for students in vocational and work-force ready career training curriculum and options.
2. Improve our academic advisement and opportunities to expose our students to an array of possible career or college options, including but not limited to, dual credit and honors courses.
3. Enhance our experiential learning and cross-curricular opportunities for students District-wide.

#### Goal Area 2: Community Engagement/Support

**Statement of Intended Outcome, 3-5 Years:** Anaconda Public Schools, in partnership with the Anaconda community, has changed the culture and climate of our schools and community. As a result, our students have greatly benefited from this culture of positivity, high expectations and educational excellence.

##### 1-2 Year High Priority Strategies

1. Increase our outreach and improve our communications to our parents, the local community, businesses and service organizations.
2. Improve our community and district culture and climate by cultivating an environment of communication, collaboration, high expectations, and respect for all.

#### Goal Area 3: Facilities

**Statement of Intended Outcome, 3-5 years:** Anaconda Public Schools has successfully taken measures to ensure the District's facilities meet our student, staff and community needs on long-term basis. This includes a comprehensive strategy of maintenance, upgrades and/or construction of new facilities.

##### 1-2 Year High Priority Strategies

1. Improve community awareness of the status of facilities and needs of the District now and into the future.
2. Initiate a comprehensive facilities plan that supports our students, staff and community on a short-term and long-term basis.

# PART III

## Planning Horizon - 3-5 Years

### Outcome-Oriented Goals and 1-2 Strategic Objectives, *continued*

#### Goal Area 4: Health, Security, Safety and Well-being

**Statement of Intended Outcome, 3-5 Years:** The safety, security, health and well-being of our students and our staff is a top priority for our District. Our school facilities provide a safe and secure learning environment for our students and staff. We promote healthy lifestyles for our students, staff and parents and we deeply care about the well-being of our students, staff, parents and community.

##### 1-2 Year High Priority Strategies

1. Enhance the safety and security of our school facilities; and
2. Expand the programs, services and resources that promote healthy lifestyles for our students, staff, parents and community.

#### Goal Area 5: Staff

**Statement of Intended Outcome, 3-5 Years:** We recognize, honor, and respect that our staff are our greatest asset. Without our dedicated staff our students don't excel. We value and support our staff as professionals, leaders, and positive role models for our students.

##### 1-2 Year High Priority Strategies

1. Improve the retention of our administrative team; and
2. Enhance our recruitment and retention efforts.

## Planning Horizon – District/School – 3-5 Years

Curriculum			
The District will increase our student performance by 3% on our standardized assessments during the 2022-2023 School Year.			
Focus Area	Action Steps		Timeline
District	Form an ELA committee which: <ul style="list-style-type: none"> <li>- Prioritize Standards Early K-12</li> <li>- Ensure alignment of all grades with priority standards</li> <li>- Pilot Curriculums at all levels</li> <li>- Conduct site visits</li> <li>- Make a recommendation to the School Board</li> </ul>		On going  Completed by May 30th, 2023
District	All Elementary and 7-12 English Teacher's will receive training on the new ELA programs during August 2023 and throughout the 2023-2024 SY		August 2023 and ongoing
Lincoln	Immediate	Replace the ELA curriculum that aligns to priority standards and has an emphasis on writing. <ol style="list-style-type: none"> <li>1. Prioritize Standards and align between grade levels</li> <li>2. Research ELA curriculums that align to our prioritize standards</li> <li>3. Pilot curriculums</li> <li>4. Select a curriculum that best meets our schools need</li> </ol> Adopt a handwriting curriculum for all Early Kindergarten - 2nd grade. <ol style="list-style-type: none"> <li>1. Look at the ELA curriculums to see if it's built into the new curriculums.</li> <li>2. If not, look at other handwriting curriculums.</li> <li>3. Adopt 1 curriculum for our school.</li> </ol> Continue to utilize Conscious Discipline in our school for our SEL. Staff will continually be trained. New staff will participate in book studies to understand how it's used in our school.	May 2023

	1-2 years	Replace the Go Math Programs <ol style="list-style-type: none"> <li>1. Prioritize Standards and align between grade levels</li> <li>2. Research Math programs that align to our prioritize standards</li> <li>3. Pilot curriculums</li> <li>4. Select a curriculum that best meets our schools need</li> </ol>	May 2024
	3-5 years	Continue to review standard alignment and data to ensure the current curriculums are continually meeting the needs of the students.	On going
<b>Fred Moodry</b>	Immediate	Replace the ELA curriculum that aligns to priority standards and has an emphasis on writing. <ol style="list-style-type: none"> <li>1. Prioritize Standards and align between grade levels</li> <li>2. Research ELA curriculums that align to our prioritize standards</li> <li>3. Pilot curriculums</li> <li>4. Select a curriculum that best meets our schools need</li> <li>5. Introduce more math manipulatives/resources</li> </ol>	May 2023
	1-2 years	Standards-Aligned Grading for all grades Replace the Go Math Curriculum Improve Math Intervention Curriculum/Resources Adjust daily schedule to improve fidelity for ELA curriculums. Pilot New Math curriculum and adopt new curriculum.	May 2024
	3-5 years	Update/Improve Science/Social Studies	After 2024
<b>Junior/Senior High School</b>	Immediate	Replace the ELA curriculum that aligns to priority standards and has an emphasis on writing. <ol style="list-style-type: none"> <li>1. Prioritize Standards and align between grade levels</li> <li>2. Research ELA curriculums that align to our prioritize standards</li> <li>3. Pilot curriculums</li> <li>4. Select a curriculum that best meets our schools need</li> </ol> Fidelity checks (are we teaching standards) Frequent walk-throughs Consistent expectations in classrooms, Bell to	May 2023 and ongoing

		Bell Instruction Continue to implement SNAKE Framework Raise ACT scores by 1 point, continue to provide ACT online training to all 11th graders	
	1-2 years	Pilot and Adopt new Math Curriculum Raise ACT scores by 2 points, begin ACT online training to 10th graders and all 11th graders All classrooms have SMART touch TV's	May 2024
	3-5 years	Continue to review and update curriculums (Science, Social Studies) Begin process of Standards Based Grading	After 2024

## Community Engagement

**Continue to build a positive image and reinforce/award positive interactions by staff and students.**

Focus Area	Action Steps		Timeline
<b>District</b>	Immediate/ 2-5 Years	Continue to build a positive image via Friday Updates by superintendent; administration attending activities and completing tasks outside of job description to help build a shared goal of improving the school system. Continue to reward staff for extra efforts - thank you's, gift cards, etc.	2022-23 School Year
<b>Lincoln</b>	Immediate	Continue to utilize social media (Facebook and Seesaw) for announcements, advertise, and communicate. Host family nights. Make sure our school has a family coordinator that supports and brings resources to families.	2022-23 School Year
	1-2 years	Build relationships with business and community to make a partnership. Continue to find resources for our families to use.	On going

	3-5 years	Update website, social media page(s) as needed	On going
<b>Fred Moodry</b>	Immediate	Improve Instruction with SeeSaw Continue Fred Moodry Night Out Continue FMIS Community Days Continue promoting Students of the Week	2022-23 School Year
	1-2 years	Have more parent engagement through volunteer opportunities, "donuts with Dad," breakfasts/lunches, etc. Continue Science events, field trips, etc. for parents to chaperone.	On going
	3-5 years	Update website, social media page(s) as needed	On going
<b>Junior/Senior High School</b>	Immediate	Continue to utilize social media (Facebook) for announcements, advertise, and communicate Continue to utilize I/C callout, email system Continue to inform media (Anaconda Leader and Montana Standard) of highlighted staff and students	2022-23 School Year
	1-2 years	Update website, social media page(s) as needed	On going
	3-5 years	Keep up with the current advancements of technology and platforms	On going

<b>Facilities</b>			
<b>Goal: The District will develop a facility plan which will encompass plans for safety, security, and growth at each campus by May 2023.</b>			
<b>Focus Area</b>	<b>Action Steps</b>		<b>Timeline</b>
<b>District</b>	Immediate/ 2-5 Years	Develop a funding mechanism to provide available funds for repairs and renovations. Establish a routine maintenance schedule to keep up on building issues.	Dec of 2023

Lincoln	Immediate	<p>Fix the gym roof above the stage and gym bathrooms.</p> <p>Room 11 &amp; 12, need vent guards on the roof. Continue to focus on building upkeep- fresh paint, finish tile on 2nd floor, replace the tile on the first floor entry ways</p> <p>Bathrooms need toilets and sinks repaired. Put drinking fountains in throughout the building.</p> <p>Fix the landscaping of the playground and drainage around the building. Put in a green space and build a track for the mileage club.</p>	Fall of 2024
	1-2 years	<p>A designated <b>Resource Room</b> that can meet the needs of Special Education students and physically handicapped students. This room would have an additional office space for the OT, PT, and SLT. It would also have a handicap accessible bathroom within the room.</p> <ul style="list-style-type: none"> <li>• Offices are scattered throughout the building making it hard for them to collaborate. They use the hallway for PT services and are often interrupted by classes walking around. Teachers have to change students in a small</li> </ul> <p>An age appropriate <b>playground</b> that includes an outdoor learning space, covered area, green area, and possibly water for garden boxes. Playground equipment needs to be fixed so that it is usable.</p> <p>Add additional classrooms to fit the needs of the growing population.</p>	End of 2025
	3-5 years	<p><b>Build a new kitchen</b> that connects to the cafeteria. The kitchen would have enough space to prepare breakfast and lunch. There would also be storage for food that is connected to the kitchen so food can easily be put away when it arrives.</p> <ul style="list-style-type: none"> <li>• The kitchen that is used has many appliances that do not fully work. They are breaking and need to be replaced. The kitchen was also only created for</li> </ul>	End of 2025

		warming food, but currently we prepare and cook in there. It makes it hard to cook from scratch.	
	10 - 15 years	<p><b>Build a cafeteria</b> that is separate from the gym so that community members can use the gym space without interfering with lunch tables and milk refrigerators.</p> <ul style="list-style-type: none"> <li>Currently there are lunch tables in the gym. The floor needs extra cleaning after each meal so PE can take place. During community events tables need to be moved. Milk refrigerators are opened and milk is stolen. Food is stored on bleachers because there is no storage.</li> </ul>	
<b>Fred Moody</b>	Immediate	Fix heating issues within the school, repair the roof, and improve cleaning/maintenance..	Fall 2023
	1-2 years	Cosmetic updates: blinds, trim, paint, etc. Updates to the auditorium.	Fall of 2024
	3-5 years	Update windows, classrooms, etc. Possibly switch the location of the main office. Update exterior doors.	Fall of 2025
<b>Junior/Senior High School</b>	Immediate	Create additional space to reduce caseloads of special education department Focus on cosmetic appearances, paint classrooms, replace doors as needed Create/follow efficient custodial cleaning schedule Continue to focus on consistent heating throughout building	Fall 2023
	1-2 years	All classrooms painted and minor cosmetic improvements, (upgrade of furniture, blinds in library, replace worn out flooring)	Fall 2025
	3-5 years	Upgrade all Science Labs Outlets in ceiling of Library Locker Rooms in Memorial complete Upgrade staff restrooms	Fall of 2025

## Health/Security/Safety/Well Being

**Health Goal: Promote healthy lifestyles for our students, staff, parents, and community**

**Safety/Security Goals: Door locks, E3, First Aid, Suicide, SRO, Mental Health Screenings**

Focus Area	Action Steps		Timeline
<b>District</b>	1-2 years	Upgrade all security areas in regard to doors/door locks and cameras. Work with Anaconda Police Department on Active Shooter training, emergency response (E3), and SRO presence. Continue with mental health programs installed. Promote a school-wide wellness incentive or program.	2022-2024 School Year
<b>Lincoln</b>	Immediate	Install additional security cameras on 6th street, 5th street and upstairs hallway. Get the fob system usable for all staff members. Get the PA system installed on stage and in the portables, so they could hear announcements. Parenting classes with Conscious Discipline as our foundation.	2022-23 School Year
	1-2 years	Use our family coordinator to find and create family events that promote healthy lifestyles. Build the PTA up more in the Elementary school and get more families and parents involved. Use the garden boxes on the playground to teach about healthy food options.	May 2024
<b>Fred Moodry</b>	Immediate	Update Security cameras, improve areas of the playground, add more mulch, more training for E3 app, and update the fob system. Continue field trips such as skiing, etc.	Fall 2023
	1-2 years	Door locks within the school need improvements, updated SRO expectations/more involvement. Continued First Aid/CPR offerings. Improve Handle With Care procedure.	Fall 2024

	3-5 years	Nutritional services/family nights, continue Backpack Program, seminars about social media and healthy lifestyles.	Fall of 2025
<b>Junior/Senior High School</b>	Immediate	Continue SEL program Continue to utilize Emergent 3 app, utilize drills Continue to partner with community for Winter Walking program Continue to sanitize common areas, use fog machines Monitor and correct safety deficiencies in facilities Replace door entrance system	2022-23 School Year
	1-2 years	Train more staff in Mental Health/First Aid Add cameras in possible problem areas Add outside cameras Add flashing light in crosswalk	Fall of 2024
	3-5 years	Replace camera system All staff trained in Mental Health/First Aid Upgrade safety protocols as needed	Fall of 2025

<b>Staff Recruitment/Retention</b>			
<b>Goal: Improve the recruitment and retention of all staff members by offering competitive salary schedules and benefits. Develop a sense of belonging for all staff and an all for one philosophy. We are all Copperheads.</b>			
<b>Focus Area</b>	<b>Action Steps</b>		<b>Timeline</b>
<b>District</b>	Immediate/ 2-5 Years	Continue to negotiate with all staff in good faith and collective bargaining goals. Allow staff to express needs and look to find ways to offer support and help. Explore creative funding opportunities that may exist within the budgets.	2022-23 School Year
<b>Lincoln</b>	Immediate	Continue to use the mentoring program to place new teachers with expert veteran teachers. Use coaches to continually develop all teachers' strategies and understanding. Book study groups on a variety of educational literature.	2022-23 School Year

		Continue to make sure grade levels have common planning time. Sunshine group to continue to support staff members.	
	1-2 years	Provide staff development on new curriculums being implemented.  Continue to work with college students to get them prepared to become teachers.	Fall of 2024
<b>Fred Moody</b>	Immediate	Continue/improve mentor program, Continue Fuel your rides, virtual chocolates, staff events.	2022-23 School Year
	1-2 years	Potential discussion about a 4-day school week. Incentives/scholarships for masters programs.	Fall of 2024
<b>Junior/Senior High School</b>	Immediate	Continue positive praise, weekly "Thank You's" to staff members Continue to inform media (Anaconda Leader) of highlighted staff members.	2023 - 2024 School Year
	1-2 years	Look at staff needs for support and provide Professional Development to ensure staff is confident and prepared. Staff surveys on wants/needs	2024-2025 School Year