

Clinton School District Strategic Plan 2022-2027

Update #4 July 7, 2025



Kathy Schneider - Superintendent
Timothy Rose - Principal
Court Perry - Technology Coordinator
Megan Handley - School Board Chair
Ann Halverson - School Board Vice Chair
Mike Loftis - School Board Trustee
Knute Olson - School Board Trustee
James Thomasson - School Board Trustee



Goals and Strategic Objectives of Clinton School District 2022-2027

“Educational Excellence for EVERY Student, EVERY Day”

CLINTON SCHOOL MISSION STATEMENT

Our school will provide an equal opportunity and safe environment for all students to receive a quality education that challenges each student’s diverse background and individual abilities. A community of parents and qualified staff work together to develop critical thinking and problem solving through traditional and technological methods to ultimately develop citizens with a lifelong interest in learning.

DESCRIPTION OF THE DESIRED FUTURE

We have set high standards and expectations for our staff and students so they can excel and be successful. We encourage our staff to be lifelong learners. Our goal is to make sure students are continually ready for their transitions:

1. Kindergarten Under 5 to Kindergarten
2. Fifth Grade to Middle School
3. Eighth Grade to High School.

Our facilities and infrastructure will continue to fully support our educational programming.

All children, families, and staff must be supported, valued equally, and served with equity regardless of disability, race, ethnicity, religion, or gender.



CORE VALUES (GUIDING PRINCIPLES) **STUDENT CENTERED

Provide an equal opportunity for every student to receive a quality education

Perseverance

Innovative

Growth mindset

Direct and positive communication

Mutual respect

Parents, quality staff, and community work together to support all students

Build community with students, staff, and parents

Develop the whole child - academically, socially, behaviorally, physically, creatively, and emotionally

Fiscal responsibility and efficient operations

Future driven - investing in our students' future



GOALS AND STRATEGIC OBJECTIVES

Goal #1 Educational Fidelity and Purpose

We successfully implement educational opportunities for students with a focus on an individualized approach to education and use a rigorous accountability system to ensure that we are maximizing the learning potential of each and every student.

Strategic Objectives:

1. We will implement a Multi Tiered System of Support (MTSS) protocol system for all branches of support (Title, Special Education, Gifted/Talented)
 - a. Use Innovative and Personalized Learning to meet the needs of all students
 - b. Individualized benchmark assessment data will be used to drive instruction; (STAR, SBAC)
 - c. Teachers/Staff will address individual needs of every student to help them be successful now and in the future - academically, socially, behaviorally, and emotionally
2. We will implement research based curriculum that are Montana content standards based
 - a. We will create a Montana content standards based scope and sequence that will drive our instruction in grades KU5-8th
 - b. Research and evidence based Math Curriculum was purchased for KU5-8 grades during the 2024-2025 school year and will be implemented for the 2025-2026 school year.
3. The community will design a Graduate Profile to make sure our students are high school, then college/career ready
4. As a staff and with stakeholders in our community we will engage in discussions about Standards Based Grading and the positive impact it can have on our students.
5. We will garner feedback from Middle School students on their interests and open electives based on results
6. We will encourage our staff to be lifelong learners by offering regular professional development with a focus on increasing student achievement including social/emotional/behavioral development.
7. Attendance will be tracked quarterly, students missing more than ten days in a quarter will meet with the principal and parents to give support to families and students that are struggling to be at school regularly and on time.
8. Our [Action Plan](#) will drive our educational goals for ALL our students



9. We will continue to have small class sizes to ensure a quality, individualized education will take place for all students. Due to the small size of our building space is limited so we will follow the Montana state standards for class size:
 - a. Early Literacy for 4 year olds: less than 22
 - b. Kindergarten - 3rd grade: less than 24
 - c. 4th grade - 6th grade: less that 28
 - d. 7th grade - 8th grade: less than 32

****Once we are within four of these numbers our classrooms will be closed to Out of District students. Further, if parents come to us from out of district with behavior and/or attendance concerns a meeting will take place prior to allowing them in our district.***

Goal #2 Technology

We successfully integrate technological advancements into the curriculum to ensure that our students have access to, and are effectively utilizing, current technologies that enhance their learning capabilities and experiences.

Strategic Objectives:

1. With the latest technology available we will give our students a competitive edge to prepare for the world
2. Training will be provided for students and staff to correctly use technology and software programs
3. Clinton will update software as needed to engage students in their learning
4. Technology will be used to enhance communication procedures with parents and the community using email, text, and social media
5. We will invite media into the classrooms or to special programs, use Social Media accounts for sharing information
6. Students and staff will learn safety protocols with technology and cyber security.
7. Artificial Intelligence and ChatGPT Training will be given to students and staff to learn the benefits and drawbacks in using it appropriately in the classroom



Goal #3 Safety, Security, and Facilities

We continue to improve the safety of our schools and our facilities by making safety a priority and by changing the mindset of our students and staff to take a proactive approach to prevention including injury prevention, and other safety/security measures.

Strategic Objectives:

1. Annually our Board of Trustees and the Superintendent will do a walk through of our facilities to plan for future needs.
2. Our safety/crisis committee will meet regularly to continually discuss safety of our facilities
3. Regular safety checks will be made throughout campus to ensure staff and students are safe
4. Staff will be regularly trained to ensure student safety is our number one priority
5. Our building will have one point of access and we will continually look to make upgrades as needed
6. Clinton School will develop a safety handbook for staff to use to make sure safety policies and procedures are being followed
7. Clinton School will make sure our facilities are ADA compliant
8. We will provide a safe and nurturing environment to support student achievement
9. Protection of indoor air quality will enhance student learning
10. We will implement the "I Love You Guys" Foundation Model for emergencies
11. We will implement a School Safety Plan and a Threat Assessment Plan
12. We will update the Clinton School Annex with a new heating/cooling system and new emergency exits to make sure the basement is up to code
13. We will hire a company to do Lead CleanUp in our pipes and faucets through a grant with the DEQ during the 24-25 school year



Goal #4 Well-Being

We believe all students and staff must feel a sense of belonging and have the support needed to be successful both academically and socially. It is our responsibility to create a safe, inclusive, and nurturing learning environment in our school.

Strategic Objectives:

1. We will provide access to supports for students, families, community, and staff
2. We will provide targeted professional development to equip staff with the tools needed to support students emotional/behavioral/social needs
3. We will provide education related to effectively managing stress through research based programs
4. Through professional development our staff will be trained to support every student and meet their diverse needs.
5. Confidentiality for all students and staff will be maintained

Goal #5 Parent/Community Engagement

We successfully enhance engagement with the community and expand their knowledge about the District. As a result of our efforts, our community is well informed about our priorities and fully supports our vision for the future of our District. Building relationships with families and the community is key to the success of all our students.

Strategic Objectives:

1. We will offer adult education classes to our community such as parenting classes, fitness, and music to engage our community
 - a. We will open classes to community members teaching with an application
 - b. Classes will be in 6-8 week cycles
2. We will use a number of communication methods such as email, social media, etc. to engage our community in the happenings in our school
3. We continue to promote and encourage engagement and participation of parents/families and community members in our school programs, services, and activities
4. Surveys will bi-annually be given to gather parent input/satisfaction
5. We will invite parents and community into our building to use a team approach to support students
6. Monthly newsletters will be posted on our website and sent to our district through email and social media to keep them updated on what is happening at Clinton School



INTENDED OUTCOMES

1. Collaborating as a team of educators we will provide students with a quality education that prepares them for their future.
2. Our community will be a network of resources to support student growth
 - a. Some networks include Clinton Rural Fire Department, Community members hosting ASP classes, Clinton Farms, Handley beef, Clinton Market
3. Student learning will be personal, relevant, engaging and holistic with connections to the community and the world
4. With continual maintenance of our facilities we will have a high quality building that promotes student learning
5. Our school will continue to monitor technological advancements to be used in our classrooms and throughout our school safely and securely.



TEACHING AND LEARNING

Culture, Climate, and Social Values

Governance, Leadership, and Accountability - develop the full educational potential of every student

Enhanced Learning Opportunities - individual student success now and into their future

Trusted and Valued Staff - staff has the supports, training, and resources needed to be successful

Empathy, Grace, and Gratitude for All

Direct & Positive Communication through Mutual Respect



GRADUATE PROFILE

With the help of all stakeholders Clinton School has decided on the following skills as our main priority for our Learners. Each student will use the following skills to be successful in elementary, high school and beyond; this could include college, trade schools, and/or going into the workforce.

The following six skills are the main priorities that we want to ensure every LEARNER at Clinton School has to be successful here and beyond.

1. Adaptability
2. Communication
3. Conflict Resolution
4. Critical Thinking
5. Perseverance
6. Personal Responsibility

A graduate profile is a learner centered model based on a shared vision of learner attributes that students should have when they graduate or complete the required coursework to leave the schools in the District. Through its Integrated Strategic Action Plan, allocation of resources, implementation of policy, empowerment of students, staff, and families, the Board has created an atmosphere where a graduate of the District will hold the following attributes upon departure from the District.

We will focus on the following fundamental core values to support our students' growth while at Clinton School:

Building a Strong Foundation

- Possesses healthy self-esteem to pursue personal and professional ambitions
- Maintains positive self-awareness to improve character and surroundings
- Navigates periods of uncertainty with self-assured humility
- Optimistic about opportunities for personal and professional success



Self-Confident Individual

- Demonstrates requisite knowledge of District and State content skills and standards
- Applies knowledge of content skills and standards to complete necessary tasks
- Sets personal and professional goals and adopts benchmarks for achievement
- Reviews achievements and challenges to engage in creativity, innovation, and fulfillment

Collaborating and Leading

- Identifies and articulates common expectations to establish productive relationships
- Utilizes appropriate methods to convey ideas in a responsible and transparent manner
- Stimulates growth in knowledge and adherence to ethical standards for peers and colleagues by modeling reliable and consistent behaviors
- Assumes personal responsibility for outcomes while properly assigning accountability to others

Prevailing as Problem Solver

- Seeks and examines accurate information to make intelligent judgements
- Expresses curiosity and employs inquiry about new perspectives or emerging challenges
- Asks necessary questions and comprehends responses to learn and assist others in learning
- Analyzes and accepts risks to determine acceptable outcomes

Contributing Citizen and Lifelong Learner

- Understands responsibility to participate in civic affairs to improve community
- Joins in discussions on community issues to implement workable solutions
- Respects and utilizes egalitarian practices based in the rule of law
- Enhances the pluralistic nature of society through truthful engagement



A special focus will be on the following skills to make sure our graduate is ready for high school, college, trade schools, and into the work force:

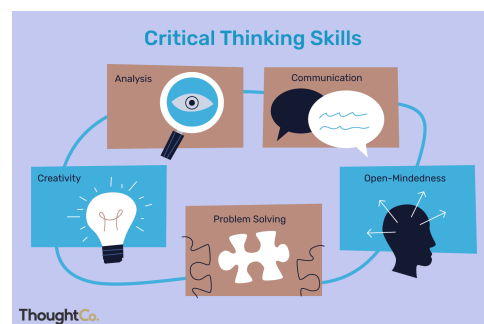
- Adaptability
- Communication
- Conflict Resolution
- Critical Thinking
- Perseverance
- Personal Responsibility





a. Critical Thinking

- is a fundamental ability that allows people to analyze, evaluate, and interpret information objectively and rationally.
- Is the ability to question, to acknowledge and test previously held assumptions, to recognize ambiguity;
- Is the ability to examine, interpret, evaluate, reason, and reflect
- Is the ability to make well-informed, conscious decisions based on information and thoughtful reflection
- Allows individuals to analyze, evaluate, and interpret information objectively and rationally





b. **Conflict Resolution** -

- **Is the ability to use various additional important skills such as assertiveness, active listening, problem solving, empathy, and effective communication**
- **Being able to have Quick stress relief: the ability to relieve stress in the moment**
- **Being able to have Emotional awareness: the ability to remain comfortable enough with your emotions to react in constructive ways, even in the midst of a perceived attack**





c. Perseverance

- Is the ability to stick with something even when it's difficult
- Is the persistence in doing something despite difficulty, obstacles or delay in achieving success
- Means you keep going/continue until you get it right. You don't abandon the task
- Is being confident in your abilities and trusting that you will find a way through it if you persist
- Gives you determination when faced with challenges or setbacks
- It helps you develop good habits



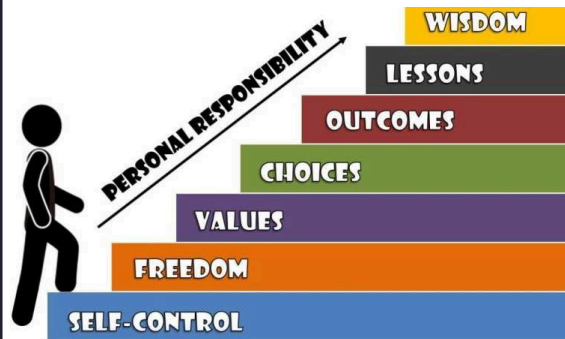


d. Personal Responsibility -

- **Recognizing that you are responsible for your own learning and growth**
- **Taking full accountability for your actions, decisions, and thoughts -**
- **Hold yourself responsible and be self-aware**

Personal Responsibility		
Meeting your commitments.	Owning up to your mistakes.	Taking care of your health.
Managing stress in a positive way.	Being accountable for your actions.	Achieving your objectives at work.
Developing good habits.	Sticking to a budget.	Reasonable spending habits.
Saving money or paying down debt.	Living up to your values.	Setting high standards for yourself.
Paying bills on time.	Avoiding unnecessary debt.	Living within your means.
Seeking help when needed.	Trying to do good for people & planet.	Not wasting time.
Maintaining a strong work ethic.	Recognizing your mistakes.	Apologizing when you are wrong.
Working to improve yourself.	Maintaining a healthy lifestyle.	Prioritizing sleep and rest.
Avoiding excessive or foolish risks.	Demonstrating care and diligence.	Studying hard to achieve a goal at school.
Demonstrating respect for others.	Trying to be polite.	Building trust and credibility.
Being a responsible pet owner.	Careful consideration of duty.	Trying to be fair to others.
Avoiding discrimination and prejudice.	Respecting reasonable rules.	Maintaining peace & civility.
Awareness of safety & security.	Demonstrating professionalism	Taking initiative

Simplicable





e. **Adaptability**

- Being flexible, willing to change or shift
- Possess skills such as creativity, critical thinking, an open mindset, and the ability to learn, to plan, to collaborate, and communicate
- Being resilient in the face of failure or setbacks



F. **Communication**

- Convey information clearly and accurately, ensure mutual understanding, and foster positive relationships
- 5 C's of Communication are clear, correct, complete, concise, and compassionate
- Building positive relationships with others and effective use of interpersonal skills
- Active listeners who effectively process and respond to all types of messages

