

Superintendent

Attendance – 1) Created the over 40 list, 2) added the attendance committee, 3) put in place incentives for staff for 96% and 100%. 4) Attendance committee has added all the incentives for students as well.

5) Added attendance as a part of principal's board report 6) have increased the teacher retention rate by 50% and this fall I anticipate only having 4 positions district wide.

Graduation – 1) We continue to have our graduation walk throughout the district. 2) Supported step up promotions, pre k, 1, 6, 8. 3) Put in place interventions K-6 they were hit and miss and only one building was making this a priority. (7-12 were already doing this) I had to mandate it. 4) Added math centers K-12. This really improves engagement and encourages bringing all learning styles. Large group, and small group, use of manipulatives and math games. 5) Each building has an observation log at each teacher's door for all administrators, consultants and observers. 6) created strong partnership with 2 + 2 program- helping with our retention.

Culture – 1) increased the integration of culture across the district. 2) Added additional Immersion grade levels ahead of schedule. 3) Brought in additional staff at the BHS and BMS for Blackfeet Language, and BNAS. 4) Added and BNAS Coordinator – 5) now looking at creating a BNAS cultural instructional coach district wide or creating BNAS Coordinator for culture and history and having Blackfoot Language Coordinator = the two will work together.

For the District Wide Culture and welcoming environment: 1) added parent centers in each building (except Napi – entrance) 2) increased the professional dress across the district M-Th. 3) Added comment boxes in all buildings 4) Supported the building wide – positives and paintings around the district. 5) Continued Superintendent community advisory meetings 6) Created Student advisory meetings 7) had principals add home visits and parent meetings to their board reports

Safety – 1) had all doors locked and added buzzer system, when I started there were only a few buildings using it. 2) ALL staff have new ID's, which also works as a fob in their buildings. 3) BMS addition for safety – cafeteria and new heating updates. 4) had principals add referrals, bullying, and OSS to their board reports. 5) We have had a decrease in discipline referrals by 50% in the last 3 years. 6) Trauma Informed approach across the district.