



2022-2025 MSDB Strategic Plan

Montana School for the Deaf and the Blind – All Programs

Vision

To be Montana’s leading resource for the stakeholders of MSDB by providing supports & services that empower individuals to attain their highest potential.

Mission

To foster the learning and growth of the whole-child with a hearing and/or vision loss, preparing them to become successful citizens.

Beliefs

All children are capable and confident and will receive an education through the whole-child education philosophy, which includes sensory specific access to communication and curriculum in safe learning & living environments.

Montana School for the Deaf and the Blind 4 Strategic Plan Objectives – All Programs

Org'l Effectiveness

Objectives

- Create and sustain an organizational culture that fosters new learning by all staff.

Communication

Objectives

- Communicate pertinent information to all stakeholders consistently.

Inst. Effectiveness

Objectives

- Improve instructional practices and outcomes for students.

Student Growth/Support

Objectives

- Determine schoolwide and individual learning goals connected with meaningful assessment.

Critical Initiatives

- Organize and advance an organizational mentoring program.
- Create a structure that will allow for leadership opportunities @ MSDB.
- Utilize PLCs to work collaboratively to build capacity of all staff.

Critical Initiatives

- Identify and build relationships with key stakeholders.
- Utilize a communication plan to enhance stakeholder involvement.

Critical Initiatives

- Provide professional development specific to SPED, VI, DHH, curriculum, and instruction.
- Set clear expectations related to both academic and functional instruction and teacher feedback.
- Establish processes related to staffing and student placement based on instructional levels.
- Enhance collaboration for specified staff needs.

Critical Initiatives

- Utilize accessible sensory specific assessments from established lists at a predetermined frequency.
- Develop a clear and concise scope and sequence of all student learning expectations including academic, life, functional, and social skills.
- Include key team members in identifying student needs, development of student goals, monitoring, and reporting of student progress.
- Establish a process for students to be able to explain and showcase their present level of academic and functional performance.
- Develop a system for EOY reporting that will aid the team for the next school year.

Key Measures

- Teacher-Staff Survey Results
- Annual evaluation of improvement plan initiatives
- Parent surveys
- Student survey results

Key Measures

- Teacher-Staff Survey Results
- Student survey results
- Extended/Updated Stakeholder Database
- Stakeholder survey results
- Increased Newsletter Audience

Key Measures

- Teacher-Staff Survey Results
- Student survey results
- PD Pretest/Posttest
- Observational walkthrough data results
- Academic/functional assessments
- Milestone/Benchmark achievement

Key Measures

- Academic/functional assessments
- Milestone/Benchmark achievement
- Annual evaluation of improvement plan initiatives
- Teacher-Staff Survey Results
- Parent surveys
- Student survey results



2022 – 2023 Implementation Plan

Montana School for the Deaf and the Blind

Organizational Effectiveness

Objective

Create and sustain an organizational culture that fosters new learning by all staff.

Critical Initiative

Organize and advance an organizational mentoring program.

Start Date: 08/08/2022

End Date: 06/18/2023

Key Measures

Teacher-Staff Survey Results

Mentor Post Program Survey Results

Mentee Post Program Survey Results

Critical Initiative

Create a structure that will allow for leadership opportunities @ MSDB.

Start Date: 05/09/2022

End Date: 06/30/2023

Key Measures

Teacher-Staff Survey Results

Annual evaluation of improvement plan initiatives

Critical Initiative

Utilize PLCs to work collaboratively to build capacity of all staff.

Start Date: 09/05/2022

End Date: 06/30/2023

Key Measures

Teacher-Staff Survey Results

Parent surveys

Student survey results

New Program Implementation Data Results

Communication

Objective

Communicate pertinent information to all stakeholders consistently.

Critical Initiative

Identify and build relationships with key stakeholders.

Start Date: 05/09/2022

End Date: 06/30/2023

Key Measures

Teacher-Staff Survey Results

Student survey results

Extended/Updated Stakeholder Database

Post Community Activity Survey Results

Quality Community Engagement

Critical Initiative

Utilize a communication plan to enhance stakeholder involvement.

Start Date:

End Date:

Key Measures

Extended/Updated Stakeholder Database

Stakeholder survey results

Increased Newsletter Audience

Objective

Improve instructional practices and outcomes for students.

Critical Initiative

Provide professional development specific to SPED, VI, DHH, curriculum, and instruction.

Start Date: 05/09/2022

End Date: 06/30/2023

Key Measures

Teacher-Staff Survey Results

Student survey results

PD Pretest/Posttest

Observational walkthrough data results

PLC Exit Surveys

Critical Initiative

Set clear expectations related to both academic and functional instruction and teacher feedback.

Start Date:

End Date:

Key Measures

Academic/functional assessments

Milestone/Benchmark achievement

Observational walkthrough data results

Critical Initiative

Establish processes related to staffing and student placement based on instructional levels.

Start Date:

End Date:

Key Measures

Teacher-Staff Survey Results

Student survey results

Observational walkthrough data results

Critical Initiative

Enhance collaboration for specified staff needs.

Start Date:

End Date:

Key Measures

Teacher-Staff Survey Results

Student survey results

Observational walkthrough data results

Student Growth/Support**Objective**

Determine schoolwide and individual learning goals connected with meaningful assessment.

Critical Initiative

Utilize accessible sensory specific assessments from established lists at a predetermined frequency.

Start Date: 05/09/2022

End Date: 06/30/2023

Key Measures

Academic/functional assessments

MTSS Implementation List

CBE Tool 2 Implementation List

Critical Initiative

Develop a clear and concise scope and sequence of all student learning expectations including academic, life, functional, and social skills.

Start Date:

End Date:

Key Measures

Academic/functional assessments

Milestone/Benchmark achievement

Critical Initiative

Include key team members in identifying student needs, development of student goals, monitoring, and reporting of student progress.

Start Date: **End Date:**

Critical Initiative

Establish a process for students to be able to explain and showcase their present level of academic and functional performance.

Start Date: **End Date:**

Critical Initiative

Develop a system for EOY reporting that will aid the team for the next school year.

Start Date: **End Date:**

Key Measures

Annual evaluation of improvement plan initiatives
Milestone/Benchmark achievement

Key Measures

Teacher-Staff Survey Results
Parent surveys
Student survey results

Key Measures

Teacher-Staff Survey Results
Student survey results
Milestone/Benchmark achievement
