

Evergreen School District

Awards and Accolades 2020-2021

Evergreen School District

- ❖ AdvancED System Accreditation, 2018-2022
- ❖ Regular OPI Accreditation Status at the Highest Level with No Deviations and No Corrective Action Plan Required for Both Evergreen School District Schools

Evergreen District Office

- ❖ Laurie Barron: Montana Superintendent of the Year, Montana Association of School Superintendents
- ❖ Chris Campbell and Samantha Vastbinder: Couldn't Do it without You Award for Support Personnel, Northwest Montana Educational Cooperative

East Evergreen Elementary

- ❖ Jenny Baker: Teacher of the Year, East Evergreen Elementary School
- ❖ Jennifer Homan-Johnson: Support Staff Member of the Year, East Evergreen Elementary School
- ❖ Michelle Mitchell: Board Member, Montana School Counselor Association

Evergreen Junior High School

- ❖ Heather Hill: Teacher of the Year, Evergreen Junior High School
- ❖ Sandi Patera: Support Staff Member of the Year, Evergreen Junior High School
- ❖ Advanced to State Competition in Math Counts, with Student 4th Place in County

Evergreen Flathead Crossroads Program

- ❖ Linda Bowman: Teacher of the Year, Crossroads
- ❖ Kevin Ries and Cory Felde: Couldn't Do it without You Award for Support Personnel, Northwest Montana Educational Cooperative
- ❖ Melissa Hardman: President, Montana Council for Exceptional Children

Year in Review 2020-2021 Evergreen School District

- ❖ Continued with District AdvancED (Cognia) Accreditation
- ❖ Received Regular OPI Accreditation Status at the Highest Level with No Deviations and No Corrective Action Plan Required for Both Evergreen School District Schools
- ❖ Received Montana ESSA Accountability District and School Report Cards for 2019-2020 with Both Schools Identified as Universal (neither requiring Targeted Support and Improvement or Comprehensive Support and Improvement)
- ❖ Adopted Continuous Planning Improvement Summary
- ❖ Continued with Community Eligibility Provision Program Providing Free Breakfast and Lunch to All Students
- ❖ Updated District Manuals to Include: District Policies, Trustee Handbook, Administrative Procedures, Staff Handbook\Addendum, Coach's Handbook, East and Junior High Student Handbook, Crossroads Student Handbook
- ❖ Continued Implementation of OPI Transformational Learning Grant Valued at Approximately \$576,000 over Four Years
- ❖ Completed Yearly Check-ins with All Staff
- ❖ Distributed Perception Surveys
 - AdvancED (Cognia) Staff Survey, District-wide Parent Perception Survey, Student Survey
 - Book Study Perception and Input Survey
- ❖ Continued High Participation at Monthly Board Meetings
 - Monthly Board Recognition of Community Volunteers and Outstanding Students
 - Monthly Presentations to the Board by Teachers
 - Remote 4th and 8th Grade Student-Led Board Work Sessions
- ❖ Continued Technology Project Plan
 - Installed New 3D Printers in Crossroads
 - Install 7 New Smart Boards in Crossroads
 - Deployed 257 Chromebooks for Grades K-2
 - Replaced Network Content Filtering System Phase 1/Phase 2
 - Upgraded Network Switches throughout District from 100MB to 1,000MB
 - Replaced Google Cloud Print with Local Printer Option
 - Migrated Visions Accounting Software to New Server
- ❖ Distributed Monthly Post Cards to Students (approximately 100 post cards sent to students each month)
- ❖ Provided District-led Professional Learning Opportunities
 - August Optional PIR
 - Early Release Professional Learning Days Each Month
 - Instructional Coach Meetings
 - BetterLesson Instructional Coaching
 - New Teacher Meetings
 - Reflective Video of Instructional Practice
 - Semester Planning Days
 - PIR Days during the Year
 - Daily Word of the Day
 - Weekly Wednesday's Food for Thought Article
 - Monthly Voluntary Book Study for PIR Credit
- ❖ Received an Unmodified, Clean Financial Audit for 2019-2020
- ❖ Selected Employee Health Insurance Plan with Options for No Increase in Premiums
- ❖ Implemented Flathead Community Health Center: Evergreen Cares Clinic
- ❖ Implemented Protocols Related to Preparedness and Response Efforts to Prevent, Prepare for, and/or Respond to COVID-19
 - Remained opened 177 of 177 Students Days at All Three Schools and the District Office
 - Approved Related Policies, Emergency Declaration, and Resolutions
 - Developed Comprehensive Plans for Reopening Schools
 - Employed Nine Temporary Staff for Sanitation, Health, and Substitute Needs
 - Established District-wide Mitigation Efforts
 - Provided Remote Learning
 - Provided Additional Compensation for Additional Staff Support of On-site and Remote Learners
 - Provided Weekly Early Release Wednesdays November 18-June 2
 - Implemented Additional Budgeting and Funding for CRF, ESSER I, ESSER II, and ESSER III Funds
 - Provided Staff and Family Weekly Communication and Indicators Report
 - Attended Weekly Meetings with Valley School Leaders and Health Officers; Served on County COVID-19 Advisory Council
 - Served as Deputized Public Health Officers (administrators)
 - Provided Virtual Professional Development
 - Provided Remote Parent Teacher Conferences
 - Implementing Summer Experience and Teachers on Special Assignment
- ❖ Participated in Negotiations with Certified and Classified Unions
- ❖ Advocated for Public Education during Legislative Session
- ❖ Updated Library Collection Development Procedures
- ❖ Advocated for Safe Routes to School Community Grant for Sidewalks
- ❖ Evaluated and Revised Standards Based Grading Practices and Report Cards
- ❖ Terminating Membership with Northwest Montana Curriculum Cooperative; Implementing District Curriculum Coordinator

Year in Review 2020-2021 Evergreen School District Special Services

Evergreen School District

Community Connections

- ❖ Continued participation on the Best Beginnings Council and served as a member of the Best Beginnings Steering Committee
- ❖ Served as Region V MCASE chairperson and MCASE board member as well as delegate assembly representative to SAM
- ❖ Chaired the regional NWMCASE chapter
- ❖ Prepared an article for publication in the Daily Inter Lake regarding early childhood services in Evergreen School District #50
- ❖ Facilitated daily transportation for eligible students by coordinating with Kalispell School District for morning route and scheduling Evergreen driver after school transportation
- ❖ Functioned as the Flathead Community Health Care liaison in order to implement Evergreen Cares Clinic operations

Qualified Staff

- ❖ Supported the initiation of a special education teacher endorsement project process for two certified teachers
- ❖ Supported the successful completion of the Speech Language Pathologist Clinical Fellowship Year (CFY). Both Erin Keithly, SLP and Johanna Nolin, SLP have completed national certification efforts in order to be recognized by the American Speech and Hearing Association (ASHA).
- ❖ Established efficiency in collaboratively initiating recruiting, reviewing applications, and conducting interviews with the use of Frontline

Professional Development

- ❖ Implemented opportunities for paraprofessionals to meet on five occasions in order to address the request for behavior management consultation and interventions discussions
- ❖ Provided guided practice and support to new personnel regarding record and documentation expectations
- ❖ Continued to provide guidance and support regarding implementation of best practices regarding writing meaningful IEPs
- ❖ Collaborated with Jennifer Doss, Instructional Coach, and building principals to provide guidance and support to new teachers on a monthly basis
- ❖ Completed Title IX training in order to implement new federal regulations in reporting, investigation, and decision making regarding occurrences of possible sexual harassment

Special Olympics

- ❖ Sustained Special Olympics participation opportunities for students in Evergreen. Donna Lindsey and Geno Penrod coached students to participate in Winter and Summer (Spring) events. It looked “different” in the times of COVID precautions, but students were able to train and actively participate with pride in their accomplishments

East Evergreen Elementary School

Staffing and Services

- ❖ Continued to implement co-teaching practices at each grade level, and continued with the use of a planning matrix to address overloading classes with students with disabilities. Class balance and individual needs within the context of co-teaching were reviewed and classroom placement is being adjusted each school year.
- ❖ Created a shared planning document for co-teaching and addressing student needs in the context of each general education classroom
- ❖ Addressed student crisis behavior through continuing a commitment to staffing a behavior specialist support at East Elementary School
- ❖ Supported professional development in a cognitive behavioral approach to addressing challenging behaviors (AIM) for one classified staff member and two certified staff

Evergreen Junior High School

Staffing and Services

- ❖ Continued commitment to co-teaching at Evergreen Junior High occurred during the 2020-2021 school year. The 2020-2021 school year marked year eight of co-teach implementation at each grade level. Mr. Neal Drakage was successfully integrated into the 5th and 6th grade teaching teams as a new special education co-teacher.

Evergreen Flathead Crossroads Program

Staffing and Services

- ❖ Supported work that has decreased teacher and staff turnover at Crossroads. There is only one staff person leaving the Crossroads site compared to three years ago when two new behavior specialists and two new teachers were required in order to fully staff certified positions.
- ❖ Increased models of service to include a “Hybrid” model where students enrolled in Crossroads attend Evergreen Junior High for most of the school day but continue to benefit from Crossroads support such as access to social emotional learning
- ❖ Supported revision of the Crossroads point system and integration of social emotional learning descriptions for point system categories

Year in Review 2020-2021 East Evergreen Elementary

- ❖ Created a master schedule based on COVID-19 health and safety guidelines while also considering student needs
- ❖ Implemented COVID-19 reopening guidelines to support the health and safety of our staff, students, and community
- ❖ Employed the support of an office/health aide to monitor and support COVID-19 signs and symptoms of staff and students
- ❖ Employed sanitation support member to increase mitigation efforts related to COVID-19
- ❖ Created Google Classrooms to facilitate learning with digital resources/tasks for on-site learners and remote learners
- ❖ Provided additional time and compensation to teachers to support students' learning needs due to COVID
- ❖ Scheduled Morning meeting times for each grade to allow teachers and students to "check-in" before starting academic rigor
- ❖ Partnered with Special Services Director to facilitate support and communication for continued implementation of co-teach practices
- ❖ Participated in early release professional learning each month
- ❖ Conducted monthly classified staff meetings connecting topics based on paraprofessional role-based needs
- ❖ Participated in monthly meetings for all staff with District instructional coach
- ❖ Developed Monday Memo as a weekly communication tool for staff
- ❖ Created monthly Problem Solving Team meetings at each grade level to support MTSS process
- ❖ Implemented Review 360 student behavior system to track and support social emotional needs of students
- ❖ Developed School Improvement Plan with School Leadership Team
- ❖ Recognized staff monthly at staff meetings with the "Ever-Giving" award
- ❖ Recognized staff monthly at staff meetings with the "Hootie" award sponsored by Horace Mann
- ❖ Participated in the SAM LPLP mentor program
- ❖ Supported six staff members who received Transformational and Personalized Learning Grant funding to support innovative learning opportunities for students
- ❖ Supported five teachers who participated in BetterLesson instructional coaching
- ❖ Collaborated with Admin team, teachers, and Instructional Coach to create a Districtwide standards-based report card
- ❖ Continued with positive "Kit Referrals" for students as positive behavioral reinforcement
- ❖ Posted events and school pictures to social media
- ❖ Created a bi-monthly newsletter sent to parents via Constant Contact
- ❖ Utilized Remind communication app with families to promote home and school communication
- ❖ Incorporated Smarter Balance Interim Assessments in ELA and math in 3rd and 4th grades
- ❖ Partnered with community businesses to support families in need during the holiday season
- ❖ Collaborated with the Lion's Club to collect and create food baskets for families in need during the holidays
- ❖ Partnered with Elk's Club to provide classroom snacks starting in the 3rd Quarter
- ❖ Continued with weekly "Sizzling Bacon" award to a classroom to support and encourage school spirit
- ❖ Conducted virtual quarterly assemblies to recognize students for positive behaviors and academic growth; each quarter a positive behavioral theme was announced
- ❖ Completed two check-ins for all staff members
- ❖ Completed four ELEOT walkthroughs for each certified staff member
- ❖ Continued utilizing point system and student store in Regroup Classroom
- ❖ Screened and interviewed for two certified special education positions for 2021-2022
- ❖ Screened and interviewed for two student data and support specialist positions for 2021-2022
- ❖ Implemented positive phone calls home for Student Shout Outs in 4th quarter

Year in Review 2020-2021 Evergreen Junior High

- ❖ Continued partnership with Hope Church, bringing support to students and staff through encouragement cards, luncheons, support serve days, and volunteerism on various projects
- ❖ Utilized school resource officer Brandy Arnoux throughout the year with student relationship building, safety, discipline, and home visits
- ❖ Collaborated with Special Services Director Mary Meehan for thorough evaluations of special education staff
- ❖ Reworked master schedule for the 2021-2022 incorporating one longer core connection/extension period in the regular schedule to meet academic needs for struggling students and proficient students, and advisory each week, Crossroads students integration, while trying to meet the demands placed on the staff
- ❖ Developed School Improvement Plan with all staff for current school year and draft for 2021-2022 school year
- ❖ Celebrated and recognized staff at monthly staff meetings for their accomplishments
- ❖ Implemented all athletic opportunities for students, even though a pandemic
- ❖ Reached out to local businesses to support families in need for the holidays, supporting 48 students for Christmas and 33 students for Thanksgiving/Christmas dinner, using a donation of \$1,575.00 for clothing needs for students, and a donation of \$10,000.00 for school improvements
- ❖ Utilized \$10,000 donation to remodel the foyer and to upgrade equipment in the Wolverine Den
- ❖ Utilized Personalized Learning Grant funds to remodel the Library space and equipment
- ❖ Worked with Mr. Dalla Betta to prepare to remodel the science lab through the personalized Learning Grant funds available for the 2021-2022 school year.
- ❖ Held two drawings for proficient aimswebPlus students to recognize their hard work
- ❖ Incorporated Positive Office Referrals to strengthen parent/school communications with 88 students being recognized by the middle of May
- ❖ Utilized social media to tell our story
- ❖ Competed in Math Counts competition for middle school students online due to the pandemic
- ❖ Expanded meetings with parents by administration regarding lack of attendance
- ❖ Partnered with Crossroads to mainstream students into the Junior High for instruction in the area of science and math
- ❖ Incorporated two Crossroads students into the Junior High Setting a majority of their day
- ❖ Implemented a three bell system to rotate students through the hallways with less congestion due to the pandemic
- ❖ Implemented two lunchroom areas to mitigate the compaction of students while eating and to allow for six-foot social distancing
- ❖ Implemented 12 recess group areas to mitigate students' direct contact due to the pandemic
- ❖ Had participation in extracurricular sports by Crossroads students
- ❖ Partnered with outside schools to allow students to play football at Evergreen
- ❖ Implemented incentive day at the end of each quarter
- ❖ Implemented advisory on a weekly basis, separated by grade level and gender to support various needs
- ❖ Incorporated Smarter Balanced Interim Assessments at all grade levels in the areas of reading and mathematics
- ❖ Surveyed parents, students, and staff to gather information to help drive the creation of the School Improvement Plan for the 2021-2022 school year
- ❖ Supported local high schools with online registration
- ❖ Collaborated with the Lion's Club to collect and create food baskets for families in need during the holidays and to do school-wide vision screening
- ❖ Completed two check-ins for all staff members
- ❖ Completed four quarterly ELEOT walkthroughs for all certified staff members
- ❖ Screened and interviewed staff to replace certified staff not returning
- ❖ Held a promotion ceremony for leaving 8th-grade students
- ❖ Collaborated with local business to recognize an 8th grade student for the State Farm Scholarship
- ❖ Provided synchronized instruction for the entire school year for students requesting remote instruction
- ❖ Stayed open the entire year, only contact tracing three times throughout the year

Year in Review 2020-2021 Flathead Crossroads Program

- ❖ Implemented full day placement of three Crossroads students at Evergreen Junior High School
- ❖ Partnered with Kalispell Public Schools to provide a partial day placement between Crossroads and Linderman for two students
- ❖ Partnered with a Private School to provide a transition for a student
- ❖ Partnered with Kalispell Public Schools to provide a longer transition for one student back to his home school
- ❖ Participated in 13 transition meetings with partner districts for students entering or exiting Crossroads for the 2020-2021 school year
- ❖ Collaborated with and reported to the Flathead Crossroads Program Advisory Board
- ❖ Worked to meet the needs of cooperating districts through observations, meetings, and feedback
- ❖ Created COVID safe classrooms and areas while allowing students to remain at school
- ❖ Implemented synchronized learning for remote students affected by COVID
- ❖ Implemented the Social Emotional Competencies into standards, lessons, and point sheets
- ❖ Continued implementation of Crossroads positive behavior plan
- ❖ Reworked Point Sheets to reflect Social Emotional Competencies and five days a week with daily points equaling 100 points
- ❖ Continued Altacare participation in classrooms and behavior specialist groups
- ❖ Conducted eight positive behavior recognition assemblies
- ❖ Implemented kid-friendly Growth Mindset terminology
- ❖ Created monthly themes that were implemented school wide
- ❖ Utilized Infinite Campus to monitor student behavior and attendance
- ❖ Utilized Google Forms to report and document behavior
- ❖ Documented and organized weekly field trips to meet Montana Content Standards and social emotional learning outcome goals
- ❖ Partnered with community businesses to create college, career, and citizen ready learning opportunities
- ❖ Implemented Second Steps curriculum and Sparks Physical Education Curriculum in 1st-8th grade
- ❖ Participated in district Social Studies curriculum review (three staff)
- ❖ Implemented master schedule to include walk-to-read for grades 1-4
- ❖ Held two school-wide music program performances
- ❖ Continued the MTSS process of identifying students who needed folders
- ❖ Continued 6th grade math classes for three students at Evergreen Junior High School
- ❖ Continued 7th and 8th grade placement into math and science classes at Evergreen Junior High School
- ❖ Completed 10 project based learning units
- ❖ Surveyed parents, teachers, and staff regarding their perception of the Evergreen School District and the Flathead Crossroads Program
- ❖ Partnered with City Brew to provide teacher gifts for Teacher Appreciation Week
- ❖ Utilized Google Meet to hold meetings online and in person to allow for all members of the team to be present
- ❖ Continued daily problem solving meetings with certified staff to promote student success
- ❖ Assessed students using aimswebPlus three times and Smarter Balance one time to collect data
- ❖ Maintained a data wall
- ❖ Supported Crossroads students in extracurricular activities at Evergreen Junior High School
- ❖ Completed two semester check-in meetings with each staff member
- ❖ Completed four ELEOT observations for each teacher and two ELEOT observations for each behavior specialist
- ❖ Utilized REMIND accounts for each classroom for family communication
- ❖ Developed and implemented a School Improvement Plan
- ❖ Employed the assistance of District instructional coach for monthly data meetings for certified staff
- ❖ Supported district improvement plan with four staff members participating in District Leadership Team
- ❖ Engaged with BetterLesson Coaching (two staff members)
- ❖ Attended School Administrators of Montana Conference and Montana Principals' Conference
- ❖ Attended Montana Council for Exceptional Children Conference (two staff)
- ❖ Applied for and received Transformational Learning Grant funds(Climbing Wall, Hug Machine, and Roller)
- ❖ Applied for and received Spartan Kids Foundation Grant for P. E. Equipment
- ❖ Participated in OPI Special Education Endorsement Project (one teacher)