



The Helena Public Schools educate, engage, and empower each student to maximize his or her individual potential with the knowledge, skills and character essential to being a responsible citizen and life-long learner.

Board of Trustees Work Session

Tuesday, November 25, 2025
Warren Elementary School
2690 Old York Rd., Helena, MT 59601
& Via TEAMS
4:00 p.m.

Members of the public can attend in person or remotely by clicking the link below:

[Join the meeting now](#)

AGENDA

I. CALL TO ORDER / PLEDGE OF ALLEGIANCE

II. REVIEW OF AGENDA

III. GENERAL PUBLIC COMMENT

This is the time for comment on public matters that are not on the agenda. Public matters do not include any pending legal matters, private personnel issues or private student issues. Please do not attempt to address such issues at this time or you will be ruled out of order. The Board cannot enter into a discussion during General Public Comment.

IV. PRESENTATION

Principal Abby Kuhl, Warren Elementary School

V. NEW BUSINESS

A. Consent Action Items

1. Personnel Actions
2. Approval of FY 2025-26 Out-Of-District Attendance Agreements (Non-Resident Students Attending HPS)
3. 10.28.25 Board of Trustees Work Session Meeting Minutes

VI. BOARD/SUPERINTENDENT COMMENTS

VII. ADJOURNMENT

**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Item I.

Meeting Date: 11/25/2025

Call To Order/Pledge of Allegiance

Review of Agenda

General Public Comment

Presentation

Consent Action Items

Board/Superintendent Comments

Adjournment

Item Title: Call To Order/Pledge of Allegiance

**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Item II.

Meeting Date: 11/25/2025

Call To Order/Pledge of Allegiance

Review of Agenda

General Public Comment

Presentation

Consent Action Items

Board/Superintendent Comments

Adjournment

Item Title: Review of Agenda

**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Item III.

Meeting Date: 11/25/2025

Call To Order/Pledge of Allegiance

Review of Agenda

General Public Comment

Presentation

Consent Action Items

Board/Superintendent Comments

Adjournment

Item Title: General Public Comment

**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Item IV.

Meeting Date: 11/25/2025

Call To Order/Pledge of Allegiance

Review of Agenda

General Public Comment

Presentation

Consent Action Items

Board/Superintendent Comments

Adjournment

Item Title: **Presentation**
Principal Abby Kuhl, Warren Elementary School



Enrollment



- 1 KinderSprouts (18)
- 2 Kindergarten (33)
- 2 First Grade (34)
- 2 Second Grade (39)
- 2 Third Grade (43)
- 2 Fourth Grade (51)
- 2 Fifth Grade (42)



TOTAL: 260

Demographics

- Free & Reduced: 66%
- Students on IEP: 52
- Students with 504 plan: 8
- McKinney Vento: 6
- Gifted and Talented: 6
- BIP: 2
- Medical Plan: 21



Community Partners

- READ Dogs
- Carroll College
- HHS
- Montana Arts Council
- Helena Symphony
- Holter Museum
- Therapy Dogs
- Helena Food Share
- HEF
- Helena Police Dept.
- Warren PTO
- Chadwick's Nursery
- Valley Bank
- Helena Kiwanis
- Echo Church
- Shodair
- East Valley Fire Department

WARREN
School Leadership Teams

Math
 ELA
 MTSS-B/Pax Engagement



WARREN Elementary 2025-2026

The mission of the Warren School Community is to develop students who will be **lifelong learners, academically capable and socially responsible**. Our goal is to provide a safe and secure environment for all students to foster their individual development and growth.





Connections

- Back to School Meet & Greet
- Open House
- Coffee with the principal
- Fabulous Firsts
- PAX monthly celebrations
- Carnival Classic
- Book Fair
- Walk to School Day
- Parent/Teacher Conferences
- Spirit Weeks
- Math Night
- Literacy Night
- Linger Longer
- A School Divided Food Drive
- Reindeer Express
- 100 Day Sundae
- Winter Music Program
- Winter Festival
- Field Day & BBQ
- May Day Baskets
- Talent Show



Action Plan Goals

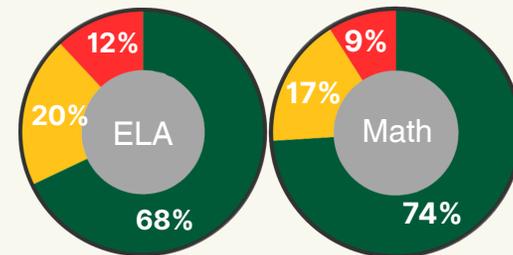
Overall Goal: By the end of the year, 70% of students will make 80% of their growth goal as indicated by i-Ready and/or Acadience data in both math and reading.

- **Reading:** By June of 2026, 70% of students will master grade level expectations on the diagnostic screener.
 - School Wide Focus: apply learned foundational phonics skills in reading passage.
- **Math:** By June of 2026, student performing benchmark in Numbers and Operations will double from 26% to 52%.
 - School Wide Focus: Implement Eureka with fidelity, incorporate manipulatives, and stay within pacing guides.
- **Attendance:** Students will attend school consistently, ensuring their ability to access academic and social support. Chronic absences will be reduced by 20%.
- **Family Engagement:** Build, maintain, and foster relationships along with creating a sense of community within our school to support student engagement and learning. Evident by attendance and participation in a variety of school wide events including conferences, volunteers, communication, and other school sponsored events.
- **Social/Emotional:** Students identified as needing tier 2 support on the Character Strong screener will decrease by 10%.

Comprehensive Data

■ intensive ■ strategic ■ benchmark

Academic: Fall Benchmark Data from i-Ready and Acadience in grades K-5



Attendance: Data is checked weekly and studied as a staff monthly.



Conference Attendance:

Percentage of students who had a least one guardian attend conferences.

97%

Character Strong: Data is collected twice a year, and progress monitored throughout the year.



Behavior: Data is checked weekly and studied by staff and the SLT monthly.



WARREN STUDENTS ARE KIND, HONEST, SAFE,
RESPECTFUL & RESPONSIBLE
AT HOME, AT SCHOOL, AND IN OUR COMMUNITY

**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Meeting Date: 11/25/2025

Item V.A.1. - A.3.

Call To Order/Pledge of Allegiance

Review of Agenda

General Public Comment

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Consent Action Items

Board/Superintendent Comments

Adjournment

Item Title: Consent Action Items

1. Personnel Actions
2. Approval of FY 2025-26 Out-Of-District Attendance Agreements (Non-Resident Students Attending HPS)
3. 10.28.25 Board of Trustees Work Session Meeting Minutes

Board Action	1st Motion	Second	Aye	Nay	Other
Hathhorn					
McKee					
Satre					
Murnane Butcher					
Cleatus					
Walsh					
Armstrong					
Meyer					

PERSONNEL ACTIONS

November 12, 2025 – November 25, 2025

CERTIFIED PERSONNEL

Appointments

<u>Location/Assignment</u>	<u>Name</u>	<u>Offered Salary</u>	<u>Accepted Salary</u>	<u>Start Date</u>
Smith/Montessori	Appel, Sidney	\$256.36/day	\$256.36/day	01/15/2026

Leaves

<u>Location/Assignment</u>	<u>Name</u>	<u>Term</u>	<u>Type of Leave</u>
Jefferson/Grade 4	Baumeister, Marianne	01/12/2026 to 06/09/2026	LOAWOP
Smith/Montessori	Wright, Kathryn	08/27/2026 to 01/22/2027	LOAWOP
CHS/English	Schwartz, Jonna	01/27/2026 to 06/10/2026	LOAWOP

CLASSIFIED PERSONNEL

Appointments

<u>Location/Assignment</u>	<u>Name</u>	<u>Offered Salary</u>	<u>Accepted Salary</u>	<u>Start Date</u>
Central/Para Educator	Cole, Amy	\$19.03/hr.	\$19.03/hr.	11/10/2025
Lincoln/Director of Finance	Holman, Samantha	\$129,412.50/yr.	\$129,412.50/yr.	12/03/2025
Kessler/Evening Custodian	Vrbas, Lucas	\$17.40/hr.	\$17.40/hr.	11/24/2025

Terminations/Retirements

<u>Location/Assignment</u>	<u>Name</u>	<u>Reason</u>	<u>Effective</u>
PAL-Lincoln-Facilities/Day Custodian	Thaggard, Sarah	Resignation	11/28/2025

SUPPLEMENTAL CONTRACT ASSIGNMENT

<u>Name</u>	<u>Assignment</u>	<u>Salary</u>	<u>Start Date</u>	<u>End Date</u>	<u>Location</u>
Spencer, Kyle	Basketball - Coordinator Boys	\$ 2,000.00	11/24/2025	3/14/2026	Helena High
Stovell, Mishel	Head Cheer Coach	\$ 2,275.42	11/20/2025	3/14/2026	Capital High

APPROVAL OF **FY 2025-26** OUT-OF-DISTRICT ATTENDANCE AGREEMENTS
(NONRESIDENT STUDENTS ATTENDING HELENA SCHOOL DISTRICT)

Fiscal Year 2025-26

Discretionary Attendance:

Grade	District of Residence	Address	School of Attendance
3	Trinity Elementary	Helena, MT 59602	Jim Darcy Elementary
5	Trinity Elementary	Helena, MT 59602	Jim Darcy Elementary
6	Trinity Elementary	Helena, MT 59602	CR Anderson
6	Trinity Elementary	Helena, MT 59602	CR Anderson
7	Trinity Elementary	Helena, MT 59602	CR Anderson
8	Trinity Elementary	Helena, MT 59602	CR Anderson
10	East Helena K-12	East Helena, MT 59635	Helena High School

**APPROVAL OF FY 2025-26 OUT-OF-DISTRICT ATTENDANCE AGREEMENTS
(NONRESIDENT STUDENTS ATTENDING HELENA SCHOOL DISTRICT)**

Running Total of FY 2025-26 Out-of-District Attendance Agreements
Address

Grade	East Helena	Clancy	Montana City	Jefferson City	Basin	Wolf Creek	Boulder	Elliston	Trinity	Wolf Point	Dillon	Billings	Chester-Joplin-Inverness	Missoula	Great Falls	Butte	Townsend	Superior	Total
Ksprouts	6	1	1						8										16
K	8	1	1						9										19
1	6					1			17										24
2	8	1							11										20
3	6	1						1	12										20
4	3		1					1	13										18
5	6	1							11	1		1		1					21
6	5		2					1	12		1					1			22
7	3	1	1						4	1					1			1	12
8	3	2	1		1				7								2		16
9	8	21	2	3									1				1		36
10	2	21									1				1				25
11	6	16	1				1										2		26
12	12	23	1	5			1												42
	82	89	11	8	1	1	2	3	104	2	2	1	1	1	2	1	5	1	317



The Helena Public Schools educate, engage, and empower each student to maximize his or her individual potential with the knowledge, skills and character essential to being a responsible citizen and life-long learner.

Board of Trustees Work Session

Tuesday, October 28th, 2025

4:30 p.m.

Jim Darcy Elementary School

MINUTES

ATTENDEES

Trustees

Jennifer Walsh, Vice Chair
Jenny Murnane Butcher, Trustee
Kay Satre, Trustee
Siobhan Hathorn, Trustee

Others

Rex Weltz, Superintendent
Jane Shawn, HEA President
Janelle Mickelson, Business Director
Jill Nyman, Jim Darcy Elementary Principal
Candice Delvaux, Executive Assistant
Josh McKay, Assistant Superintendent 6-12
Gary Myers, Director of Educational Technology
Justine Alberts, Assistant Superintendent PreK-5
Keri Mizell, Human Resources Director
Kaitlyn Hess, Assessment & Federal Programs
Director
Taylor Lassiter, Communications Specialist
Abby Kuhl, Warren Elementary Principal
Emily Harris, Trustee Candidate
Several Jim Darcy Elementary School Staff
Members
Guest of the Public

I. CALL TO ORDER/ PLEDGE OF ALLEGIANCE

Board Vice Chair Jennifer Walsh called the meeting to order at 4:42 p.m. and the Board participated in the Pledge of Allegiance.

II. REVIEW OF AGENDA

Board Vice Chair Jennifer Walsh reviewed the agenda with the Board of Trustees and there were no changes.

The Board of Trustees then proceeded to hear general public comment.

III. GENERAL PUBLIC COMMENT

There was no general public comment.

IV. PRESENTATION

Ms. Jill Nyman, Principal of Jim Darcy Elementary School, and several staff members provided a comprehensive overview of the school and reviewed the pamphlet included in the agenda.

Enrollment

Kindergarten (4)

62

First (4)

74

Second (4)

76

Third (3)

76

Fourth (3)

85

Fifth (3)

82

Total School Enrollment:455

IEPs-57

504s-10

McKinney Vento-14

Gifted and Talented-15

English Language Learners-2

Free and Reduced-112 (24%)

SACC-18 Morning/26 Afternoon

Student Council-70

Community Partnerships/Connections

- Open House
- Fabulous Firsts
- Grade Level Family Engagement
- State Basketball Special Olympics
- Trunk or Treat
- Veterans Day Celebration
- Movie Night
- Family Folk Dance g4-5
- Bring Your Grown Up to PE
- Library Family Learning
- Agriculture Day
- Kindergarten Ice Cream Social
- Shelley Sharp Art Show
- Family Picnic on the Playground
- Field Day
- Carnival Classic
- P/T Conferences (97%)
- Winter Music Program
- Mustang Manners
- Student Council
- Fifths Giving
- Community Partnerships/Field Trips
- Charlie Cart
- Food Drive
- Jim Darcy Birthday Celebration
- Spirit Weeks
- PTO Movie Afternoon
- PTO Family Bingo Day
- Holiday Bazaar
- Book Fair
- WYC- Playground Social
- StarBase
- Run2Learn
- IEFA
- Unified Champion School

Principal Nyman provided an overview of the various groups that support Jim Darcy Elementary and their respective roles including the School Leadership Team-Academics, School Leadership Team-Pax, School Leadership Team-Behavior, Jim Darcy PTO, Sunshine Supporters, Academic Social Emotional Learning Team, and Office Care Team. Principal Nyman highlighted the school's nationally certified teachers, highly qualified paraeducators, and recent Educators of the Year. She also spoke about the school's strong staff legacy—

noting that at least 50 current or former students are children of staff members— which fosters a deep, multigenerational investment in the school community and its future.

Principal Nyman concluded her presentation by highlighting the school’s attendance targets, 24/25 iReady ELA overview, 24/25 Acadience Overview, and 24/25 iReady Math Overview and responding to questions from the Board of Trustees regarding the information presented.

The Board of Trustees moved on to hear any final board comments.

V. NEW BUSINESS

A. Item For Information

1. Interview of Candidates for Board of Trustees Vacancy

The Board interviewed one candidate, Ms. Emily Harris, for the vacant Board of Trustees position. During the interview, the Board of Trustees also addressed questions posed by the candidate. Applications for the position will be accepted through October 31, 2025. Additional candidate interviews took place on October 28 and will take place on November 7, 2025, with the Board’s final decision and appointment anticipated following the November 7, 2025, Special Board Meeting.

VI. BOARD OR SUPERINTENDENT COMMENTS

There were no further board or superintendent comments.

VII. ADJOURNMENT

Board Vice Chair Jennifer Walsh adjourned the meeting at 5:37 p.m.

Candice Delvaux, Recording Secretary

**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Item VI.

Meeting Date: 11/25/2025

Call To Order/Pledge of Allegiance

Review of Agenda

General Public Comment

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Board/Superintendent Comments

Adjournment

Item Title: **Board/Superintendent Comments**

**HELENA SCHOOL DISTRICT
Board of Trustees Meeting**

Meeting Date: 11/25/2025

Item VII.

Call To Order/Pledge of Allegiance

Review of Agenda

General Public Comment

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Board/Superintendent Comments

Adjournment

Item Title: Adjournment