



HELENA
PUBLIC SCHOOLS
A great place to learn

PORTRAIT OF A Graduate

EDUCATE. ENGAGE. EMPOWER.



Vision: Helena Public Schools foster dynamic educational experiences that prepare all students for life.



Mission: 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.

GUIDING PRINCIPLES

Each Student...

- 1  ...enters school **healthy** and learns about and practices a healthy lifestyle.
- 2  ...learns in an intellectually challenging environment that is physically and emotionally **safe** for students and adults.
- 3  ...is actively **engaged** in learning and is connected to the school and broader community.
- 4  ...has access to personalized learning and to qualified, **caring** adults.
- 5  ...is **prepared** for success in college or further study and for employment in a global environment.



PERSONALIZED LEARNING

HPS will...

- 6  ...support **transformational learning** through the development of individual learning plans for participating students.
- 7  ...foster a learning environment that incorporates both face-to-face and **virtual connections**; and
- 8  ...embed community-based, experiential, online, and work-based learning **opportunities**
- 9  ...support the student through the development of **relationships** among teachers, family, peers, the business community, postsecondary education officials, and other community stakeholders
- 10  ...develop **individualized pathways** for career and postsecondary educational opportunities that honor individual interests, passions, strengths, needs, and culture



Helena School District Board Policies:
2423 Personalized Learning Opportunities; 1015 Mission and Vision

Every Student. | Every Day. | Every Opportunity.



District Key Performance Indicators and Targets: Annual Report

Strategic Goal: All students are safe, known, and valued.			Results				
Focus	Indicator	Target	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
Safety and Belonging	% of students reporting they feel safe, known, and valued at school on the annual student survey	% is ≥90% each year					
Meals Program	% of students receiving free/reduced lunch	Monitoring	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:
	# (average) of meals served daily		Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:
	# of meals served annually		Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:
Transportation (Bussing)	# of students enrolled in transportation services	Monitoring	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:
	average student bus ride length	Monitoring	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:
	Monthly mileage of all bus routes	Monitoring	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:
School Based Services (CSCT, SBOT, etc.)	# of students receiving school based therapeutic services	Monitoring	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:
Discipline	% of students receiving out-of-school suspensions	% is decreasing by 2% each year					
Strategic Goal: All students are engaged learners.			Results				
Focus	Indicator	Target	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
Attendance	% of students regularly attending school (<2 excused (non-school related) or unexcused absences on average per month)	% is ≥93% each year	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:
	% of students who are chronically absent (>10 days/yr)	% is decreasing by ≥2% each year	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:
	% of students who are transient (<1 yr in HSD)	Monitoring	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:
PreK Enrollment	# of students enrolled in Kindersprouts	Monitoring					
Participation in extension programming	% elementary and middle students participating in Gifted & Talented Program (PEAK)	Monitoring	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:	Elem: MS: HS:
Participation in extracurricular activities	% middle and high schools students participating in at least one sport/activity	% is increasing by ≥2% each year	MS: HS:	MS: HS:	MS: HS:	MS: HS:	MS: HS:
Academic growth and proficiency	% of students making growth, meeting grade level standards, and on track for graduation	See pages 2-4 for specific indicators, targets, and results by grade level.					
English language acquisition	% of multilingual learner students making yearly growth	% is increasing by ≥2% each year					

Strategic Goal: All students are ready for their future.			Results				
Focus	Indicator	Target	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
Digital citizenship, social, life and employment skills	% of students, families, and staff reporting that students have opportunities to develop the digital citizenship, social, life, and employment skills within the HSD Profile of a Graduate	% is ≥90% each year	Students:	Students:	Students:	Students:	Students:
			Families:	Families:	Families:	Families:	Families:
			Staff:	Staff:	Staff:	Staff:	Staff:
Access to diverse course offerings	% of students reporting having access to diverse course offerings, activities, and athletics	Monitoring					
Access to foreign language	% of students earning credit in foreign language course(s)	Monitoring					
AP Courses	% of high school students completing one AP course	See pages 2-4 for specific indicators, targets, and results by grade level.					
	% of high school students completing two or more AP courses						
	% of high school students enrolled in AP courses who take at least one AP test						
Completion of dual credit college level	% of high school students completing at least one dual credit, college level course	See pages 2-4 for specific indicators, targets, and results by grade level.					
Completion of industry recognized certifications (CTE)	% of high school students completing at least one industry recognized certification	See pages 2-4 for specific indicators, targets, and results by grade level.					
Participation in internships and/or work-based learning opportunities	% of high school students completing at least one internship and/or participating in work-based learning	See pages 2-4 for specific indicators, targets, and results by grade level.					
Graduation	% of students graduating in four years	Monitoring	4-Year:	4-Year:	4-Year:	4-Year:	4-Year:
	% of students graduating in five years		5-Year:	5-Year:	5-Year:	5-Year:	5-Year:
Drop out rates	% of high school students who drop out	Monitoring					
	# of students who attended 4 years but did not graduate						

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District Key Performance Indicators and Targets: Annual Report



Elementary: Grade Level Specific Student Growth and Proficiency Targets

Grade	Focus	Assessment	Indicator	Target	Results	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
PreK (Kindersprouts)	Early Literacy <i>Proficiency</i>	Acadience (PELI)	% of students at or above benchmark	% is increasing by ≥2% each year	PreK					
PreK (Kindersprouts)	Early Literacy <i>Growth</i>	Acadience (PELI)	% of students with improved placement	% is increasing by ≥2% each year	PreK					
PreK (Kindersprouts)	Early Numeracy <i>Proficiency</i>	myIGDIs	% of students at or above benchmark	% is increasing by ≥2% each year	PreK					
PreK (Kindersprouts)	Early Numeracy <i>Growth</i>	myIGDIs	% of students with improved placement	% is increasing by ≥2% each year	PreK					
Kindergarten Grade 1	Early Literacy <i>Proficiency</i>	Acadience	% of students at or above benchmark	% is increasing by ≥2% each year	Grade K					
					Grade 1					
Kindergarten Grade 1	Early Literacy <i>Growth</i>	Acadience	% of students with improved placement	% is increasing by ≥2% each year	Grade K					
					Grade 1					
Kindergarten	Early Numeracy <i>Proficiency</i>	Acadience	% of students at or above benchmark	% is increasing by ≥2% each year	Grade K					
Kindergarten	Early Numeracy <i>Growth</i>	Acadience	% of students with improved placement	% is increasing by ≥2% each year	Grade K					
Grade 1 Grade 2	Math <i>Proficiency</i>	i-Ready	% of students at or above grade level	% is increasing by ≥2% each year	Grade 1					
					Grade 2					
Grade 1 Grade 2	Math <i>Growth</i>	i-Ready	% of students with improved placement	% is increasing by ≥2% each year	Grade 1					
					Grade 2					
Grade 2	Reading <i>Proficiency</i>	i-Ready	% of students at or above grade level	% is increasing by ≥2% each year	Grade 2					
Grade 2	Reading <i>Growth</i>	i-Ready	% of students with improved placement	% is increasing by ≥2% each year	Grade 2					

Grade 3 Grade 4 Grade 5	Reading/ELA <i>Proficiency</i>	i-Ready	% of students at or above grade level	% is increasing by ≥2% each year	Grade 3					
					Grade 4					
					Grade 5					
	Reading/ELA <i>Growth</i>	i-Ready	% of students with improved placement	% is increasing by ≥2% each year	Grade 3					
					Grade 4					
					Grade 5					
	Reading/ELA <i>Proficiency</i>	MAST	% of students who are proficient or advanced	% is increasing by ≥2% each year	Grade 3					
					Grade 4					
	Math <i>Proficiency</i>	i-Ready	% of students at or above grade level	% is increasing by ≥2% each year	Grade 3					
					Grade 4					
					Grade 5					
	Math <i>Growth</i>	i-Ready	% of students with improved placement	% is increasing by ≥2% each year	Grade 3					
Grade 5 Benchmark Year					Grade 4					
	Math <i>Proficiency</i>	MAST	% of students who are proficient or advanced	% is increasing by ≥2% each year	Grade 3					
					Grade 4					
	Math <i>Proficiency</i>	MAST	% of students who are proficient or advanced	% is increasing by ≥2% each year	Grade 5					
	Reading/ELA <i>Proficiency</i>	MAST	% of students who are proficient or advanced	% is increasing by ≥2% each year	Grade 5					
	Math <i>Proficiency</i>	MAST	% of students who are proficient or advanced	% is increasing by ≥2% each year	Grade 5					
	Science <i>Proficiency</i>	Montana Science Assessment (MSA)	% of students who are proficient or advanced	% is increasing by ≥2% each year	Grade 5					

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District Key Performance Indicators and Targets: Annual Report



Middle School: Grade Level Specific Student Growth and Proficiency Targets

Grade Level(s)	Focus	Assessment	Indicator	Target	Results	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
Grade 6 Grade 7 Grade 8	Reading/ELA Proficiency	i-Ready	% of students at or above grade level	% is increasing by $\geq 2\%$ each year	Grade 6					
					Grade 7					
					Grade 8					
	Reading/ELA Growth	i-Ready	% of students with improved placement	% is increasing by $\geq 2\%$ each year	Grade 6					
					Grade 7					
					Grade 8					
	Reading/ELA Proficiency	MAST	% of students that are proficient or advanced	% is increasing by $\geq 2\%$ each year	Grade 6					
					Grade 7					
					Grade 8					
	Math Proficiency	i-Ready	% of students at or above grade level	% is increasing by $\geq 2\%$ each year	Grade 6					
					Grade 7					
					Grade 8					
	Math Growth	i-Ready	% of students with improved placement	% is increasing by $\geq 2\%$ each year	Grade 6					
					Grade 7					
					Grade 8					
Grade 8 Benchmark Year	Math Proficiency	MAST	% of students who are proficient or advanced	% is increasing by $\geq 2\%$ each year	Grade 6					
					Grade 7					
	Reading/ELA Proficiency	MAST	% of students who are proficient or advanced	% is increasing by $\geq 2\%$ each year	Grade 8					
	Math	Course Completion for HS Credit	% of students earning Algebra credit (or higher)	% is increasing by $\geq 2\%$ each year	Grade 8					
	Science Proficiency	Montana Science Assessment (MSA)	% of students who are proficient or advanced	% is increasing by $\geq 2\%$ each year	Grade 8					
					Grade 8					

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District Key Performance Indicators and Targets: Annual Report



High School: Grade Level Specific Student Growth and Proficiency Targets

Grade Level(s)	Focus	Assessment	Indicator	Target	Results	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
Grade 9 Grade 10 Grade 11 Grade 12	On Track for Graduation <i>Passing Grades</i>	Course Grades	% of students passing all classes from semester 1 and semester 2	% is increasing by $\geq 2\%$ each year	Grade 9					
					Grade 10					
					Grade 11					
					Grade 12					
Grade 9 Grade 10 Grade 11	On Track for Graduation: Credit Acquisition	Course Credit	% of students earning six credits in grade 9; accumulating 12 credits by the end of grade 10; and 18 credits by the end of grade 11	% is increasing by $\geq 2\%$ each year	Grade 9					
					Grade 10					
					Grade 11					
Grade 9 Grade 10	Reading/ELA Proficiency	NWEA MAP	% of students on track for ACT College Readiness	% is increasing by $\geq 2\%$ each year	Grade 9					
	Reading/ELA Growth	NWEA MAP	% of students who met projected growth	% is increasing by $\geq 2\%$ each year	Grade 10					
	Math Proficiency	NWEA MAP	% of students on track for ACT College Readiness	% is increasing by $\geq 2\%$ each year	Grade 9	N/A	N/A	N/A	N/A	N/A
	Math Growth	NWEA MAP	% of students who met projected growth	% is increasing by $\geq 2\%$ each year	Grade 10					
					Grade 9					
					Grade 10	N/A	N/A	N/A	N/A	N/A
Grade 10	PreACT On Target for College & Career Readiness	PreACT	% of students on target to meet ACT Reading career college readiness benchmark	% is increasing by $\geq 2\%$ each year	Reading					
			% of students on target to meet ACT Math college and career readiness benchmark		Math					
			% of students on target to meet ACT Science college and career readiness benchmark		Science					
			% of students on target to meet ACT English college and career readiness benchmark		English					
Grade 11 Benchmark	ACT College & Career Readiness	ACT	% of students meeting three or four of college and career readiness benchmarks	% is increasing by $\geq 2\%$ each year	3 or 4 Benchmarks					
			% of students meeting ACT Reading college and career readiness benchmark		Reading					
			% of students meeting ACT Math college and career readiness benchmark		Math					
			% of students meeting ACT Science college and career readiness benchmark		Science					
			% of students meeting ACT English college and career readiness benchmark		English					

Grade 10 Grade 11 Grade 12	Dual Credit	Course Credit	% of students completing at least one dual credit, college level course	% is increasing by ≥2% each year	Grade 10					
					Grade 11					
					Grade 12					
Grade 10 Grade 11 Grade 12	Industry Recognized Certifications	CTE	% of students completing at least one industry recognized certification	% is increasing by ≥2% each year	Grade 10					
					Grade 11					
					Grade 12					
Grade 10 Grade 11 Grade 12	Industry Recognized Certifications	Internships and/or work-based learning opportunities	% of high school students completing at least one internship and/or participating in work-based learning	% is increasing by ≥2% each year	Grade 10					
					Grade 11					
					Grade 12					
All Grades	AP Course Completion	AP Course Enrollments	% of high school students completing one AP course	% is increasing by ≥2% each year	1 Course					
			% of high school students completing two or more AP courses		2+ Courses					
Grade 9 Grade 10 Grade 11 Grade 12	AP Course Potentially Receiving College Credit	AP Tests	% of high school students scoring at a 3 or higher on an AP test.	Monitoring	Grade 9					
					Grade 10					
					Grade 11					
					Grade 12					



District Key Performance Indicators and Targets: Annual Report

Strategic Goal: All families are key partners.			Results				
Focus	Indicator	Target	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
Feeling respected and welcome	% of families reporting feeling respected and welcomed in their children's schools	% is ≥90% each year					
Engagement	% of families reporting having opportunities to engage with schools to help their children succeed	% is ≥90% each year					
Communication	% of families reporting clear, transparent, and timely communication	% is ≥90% each year					
Strategic Goal: All staff members are safe, respected and valued professionals.			Results				
Focus	Indicator	Target	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
Staff injuries	Number of Labor & Industries (L&I) claims filed each year as a % of the total number of employees	% is ≤3% each year	Cl:	Cl:	Cl:	Cl:	Cl:
			Cer:	Cer:	Cer:	Cer:	Cer:
Staff claims	% of "time loss" L&I claims	% is ≤10% each year	Cl:	Cl:	Cl:	Cl:	Cl:
			Cer:	Cer:	Cer:	Cer:	Cer:
Staff safety, collaboration, and value	% of staff indicating they work in safe and positive environments, collaborate with colleagues, and feel valued.	% is ≥90% each year	Cl:	Cl:	Cl:	Cl:	Cl:
			Cer:	Cer:	Cer:	Cer:	Cer:
Staff retention	% healthy, functional retention rate	% is ≥90% each year	Cl:	Cl:	Cl:	Cl:	Cl:
			Cer:	Cer:	Cer:	Cer:	Cer:
Staff Education/Credentials	Number of staff with advanced degrees and/or certifications (NBCT or equivalent).	Monitoring	MA:				
			PhD:				
			NBCT:				
			Other:				
Consensus Model	% of staff trained in in the consensus process	% is increasing by ≥2% each year	Cl:	Cl:	Cl:	Cl:	Cl:
			Cer:	Cer:	Cer:	Cer:	Cer:
Strategic Goal: All community members are important collaborators.			Results				
Focus	Indicator	Target	2026-2027	2027-2028	2028-2029	2029-2030	2030-2031
Volunteerism	Number of community members approved to volunteer in our schools/district each year	Monitoring					
Industry Partners	Number of community industry partners	Number is increasing by ≥2% over a four-year average					
Community Group Involvement	Number of community groups volunteering in and/or donating to schools	Number is increasing by ≥2% over a four-year average					
Community Outreach & Events	Number of community events and/or outreach opportunities	Number is increasing by ≥2% over a four-year average					

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