

Montana School for the Deaf & the Blind
2026/2027 Goals & Objectives

Program 1: Administration Program

Goal 1: Further develop and refine policy, processes and procedures to continue moving MSDB forward as an organization.

Objective 1: Develop and implement the agency and schools' five-year strategic plan of continual improvement.

Objective 2: Enhance and monitor school-wide safety and health programs.

Objective 3: Review and update school policies and handbooks on every even year.

Goal 2: Create and sustain an organizational culture that helps recruit and retain qualified staff members.

Objective 1: Advance the organizational mentoring and induction program.

Objective 2: Advance the professional learning community structure.

Goal 3: Develop and implement a school communication plan to create transparency and credibility with our community members.

Objective 1: Continue to build working relationships with members of the legislature and governor's office to benefit the students and staff at MSDB.

Objective 2: Strengthen relationships with MSDB Foundation Board.

Objective 3: Develop avenues to reach all community members with an interest in MSDB.

Goal 4: Continue to be good stewards of taxpayer dollars.

Objective 1: Implement a purchase order system to better make business decisions throughout the fiscal year.

Objective 2: Create and implement the use of a database to maintain accurate inventory on a bi-annual basis.

Objective 3: Continue to maintain centralized accounting, purchasing and asset management systems.

Program 2: General Services Program

Goal: Create and sustain a maintenance program that will promote safety and proactive maintenance.

Objective 1: Refine maintenance work order system to make better decisions using the data.

Objective 2: Realign maintenance staff to satisfy the cleaning and work order needs.

Objective 3: Refine and then educate community members on the schools safety plan.

Objective 4: Audit each building to determine and prioritize security issues and develop short and long term projects.

Program 3: Student Services Program

Goal 1: Ensure students have access to a safe and healthy environment as their home away from home.

Objective 1: Provide newly hired Residential Advisors will become certified with Residential Child and Youth Care Professional (RCYCP) training and passing all class requirements.

Objective 2: Will provide the opportunities for Student Life Staff Professional Development through annual trainings, cottage meetings, and offering CEU's to maintain certification - a minimum of 12 hours per year.

Objective 3: Professional Learning Communities (Cottage Learning Communities) are established to address concerns as they relate to the whole child.

Goal 2: Ensure Student Life Staff are addressing the needs of the whole child by providing support with academics, social-emotional learning, independent living skills, and living a healthy lifestyle.

Objective 1: Provide academic support by consistent communication with Education and Outreach staff as well as families, attending IEP meetings as requested, and facilitating homework completion as requested.

Objective 2: Provide social-emotional learning support by encouraging and facilitating student participation in extracurricular activities, workshops and after school clubs.

Objective 3: Provide modeling and education in independent living skills concepts and abilities through the Independent Living Skills Program (ILSP) which provides daily interactions using appropriate language and communication modes.

Objective 4: Provide education related to living a healthy lifestyle

including 24-hour access to healthcare as needed.

Program 4: Educational Services

Goal 1: Outreach - Serves as a statewide resource center to families, agencies and schools who have or serve, children birth through 21 years of age who are deaf, hard of hearing, blind, visually impaired, or deafblind by providing resources, technical assistance, sensory-specific evaluations, counseling, materials, equipment when available, and referral to others services.

Objective 1: Provide appropriate referrals to families with newly identified infants and toddlers to ensure early intervention services are in place by 6 months of age.

Objective 2: Provide training and consultation to families, agencies, and school staff working with children birth through 21 to increase the skills needed when working with students who are deaf, hard of hearing, blind, visually impaired, or deafblind.

Objective 3: Provide access to sensory-specific resources, adaptive equipment, and materials on a loan-basis and/or utilize quota funds for blind, visually impaired or deaf/blind students..

Objective 4: Utilize a database to track the number of children who are deaf/hard of hearing, blind, visually impaired, or deaf/blind served by Outreach Consultants across the state.

Goal 2: Campus - Provides instruction to students from 18-months through 12th grade who are deaf, hard of hearing, blind, visually impaired, or deafblind aligned with the state standards and comprehensive curricula in an accessible environment that fosters engagement and growth tailored to meet the unique needs of each student . Instruction includes academic subjects, support services, vocational and independent life skills education including Expanded Core Curriculum, social and emotional education, and a wide range of extracurricular activities.

Objective 1: Show individual student learning and growth over time.

Objective 2: Facilitate student growth in academic areas and within the domains of the Journey of a Learner through data-driven decision-making, targeted interventions and differentiated instruction.

Objective 3: Using the assessment-instruction cycle, staff will identify and monitor individual student achievement towards meeting IEP goals and objectives as well as age-level and grade-level expectations.

Objective 4: Provide transition support to students as they move from a school based environment to secondary education or a work-based community environment.