

GOAL SETTING: 2025/2026

S = Specific; M = Measurable; A = Action Oriented; R = Rigorous/Realistic; T = Time/Tracked

Student Learning SMART Goal		Professional Practice SMART Goal	
Individual		Individual	
or		or	
Team		Team	
Strengthen School-Based Mental Health Systems		Refine and Standardize MTSS Practices Districtwide	
Specific: By June 2026, in collaboration with Shelby DeWolfe, Behavioral Health Manager, refine and enhance school-based mental health practices to ensure all students have consistent access to Tier 1 universal supports, with Tier 2 and Tier 3 interventions available when needed.		Specific: By June 2026, fully implement Panorama as the districtwide platform for MTSS in all schools, creating consistent practices and documentation to support student academic, behavioral, and social-emotional needs.	
Measurable: Implement refined mental health protocols in 100% of schools, document access to appropriate tiered supports for identified students, and achieve a 10% reduction in crisis referrals compared to the 2024–2025 baseline.		Measurable: Ensure 100% of schools use Panorama for MTSS tracking and decision-making, with at least 90% of student support plans documented in the system. Conduct fidelity checks twice per year to confirm uniform application of MTSS protocols.	
Action Oriented: Actively participate as the SSSD representative on the Routt County Crisis Response Team and the countywide Behavioral Health Coalition, integrating community resources into district supports. Conduct at least two joint reviews with school leaders and counselors to assess and adjust implementation.		Action Oriented: Provide training for school leaders, counselors, and teachers on Panorama use; monitor implementation through quarterly Cabinet reviews.	
Relevant: Supports the district's commitment to student well-being and the Strategic Plan's focus on thriving educators and community.		Relevant: Establishes a seamless MTSS process that improves support for students and ensures continuity when students transition between schools.	
Time/Tracked: Tiered supports implemented districtwide by January 2026, with mid-year and end-of-year progress reports provided through existing Board updates.		Time/Tracked: Full rollout and staff training completed by October 2025, with mid-year and end-of-year progress reviews.	