



08/21/25

Staffing

We have a full teaching staff, are looking for one more sped teacher to create a more equitable case load for our sped department, and are currently in the process of hiring two classroom aides.



Enrollment

Date Updated	8/20/2025		2025-2026 School Year									
	Kinder	1	2	3	4	5	6	7	8	TOTAL		
Aspire Enrolled	42	51	48	48	46	52	44	42	30	403		
Registered, waiting for paperwork	0	0	0	0	0		0	0	0	0		
Accepted, not registered	0	1	0	0	0	0	1	0	0	2		
Withdrawing, no paperwork yet	0	0	0	0	0	0	0	0	0	0		
Enrollment Total:	42	52	48	48	46	52	45	42	30	405	Total Enrollment if all offers out are accepted:	405
Waiting List for 2025-26	0	40	0	0	1	1	0	0	0	42		
Offers out	0	1	0	0	0	0	0	0	0	0		
Could Offer	0	0	0	0	0	0	0	0	0	0		

Current Enrollment Numbers

- Upcoming Peach Days Parade Plans in place
 - Would like to discuss with PoP Parade Committee handing out flyers with information about Promontory and a QR code to our waitlist
- Facebook Marketing:
 - Peregrine Post for Official Content from the school
 - Regularly posting teacher bios
 - Regularly posting updates about school current events
- Falcon Mascot - Hiding mascot for a prize in the community
 - Mascot naming contest
- Movie in the Park - September 12th
- IT Specialist - Has a Marketing Degree with marketing experience, and plans to assist with branding and marketing this year!

Public Relations

Back to School



**Back to School Night
BINGO NIGHT!**

First day of school!



Positive response to home visits



Kindergarten testing



Charter Agreement Goals

Measure	Metric	Board Goal	Review Month
Regulatory and reporting compliance	Percentage of teachers properly licensed and endorsed for their teaching assignment	100%	Anticipate 100%
Regulatory and reporting compliance	Percentage of employees and board members with completed criminal background checks	94%	Currently in progress due to office construction. We expect to be fully compliant very soon.

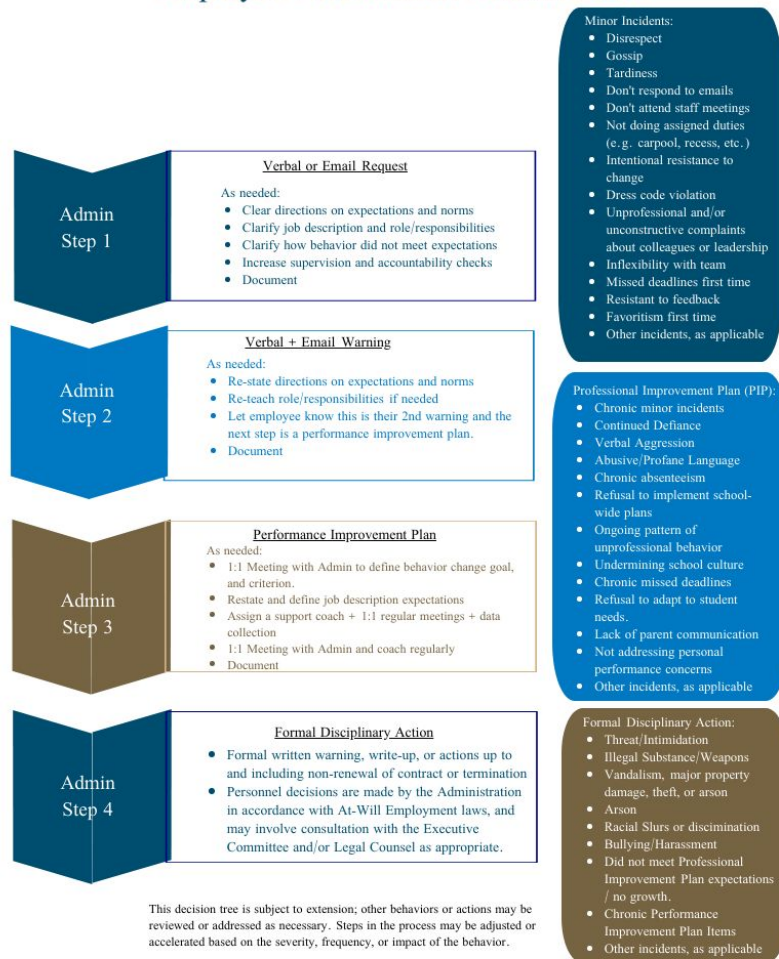
Board involvement with HR

HR Concerns Director Procedures:



- **Clear Expectations communicated with staff**
 - **employee manual**
 - **Annual training and Information provided by the Teacher HUB**
 - **Communication through parent square, Faculty meetings, and team meetings.**
- **Direct conversations with staff member when there are concerns, offer support, and training when needed.**
- **Email the concern so it is in writing**
- **Make notes**
- **Discuss with the executive board committee**
- **Make an agreement with the employee for improvement plan**
- **Termination when needed (at will employment)**

Employee Performance Decision Tree



This decision tree is subject to extension; other behaviors or actions may be reviewed or addressed as necessary. Steps in the process may be adjusted or accelerated based on the severity, frequency, or impact of the behavior.

Updated Performance Review Section in the Employee Handbook

Updated Performance Review Section

- Reinforces a culture of growth, professionalism, and alignment with Promontory's values
- Establishes clear accountability measures for instructional and professional expectations
- Defines support structures (e.g., coaching, PIPs) and outlines steps for addressing escalating concerns
- Clarifies contract terms and emphasizes confidentiality in all personnel matters

Professional Development

- **Pineview Full Day PD**
- **Part-time staff Aide Bootcamp**
- **Blind Mule Full Day Behavior Training**
- **Online Annual Trainings**
- **Benefits meeting, and 401 K**
- **CKLA, Tang Math, and UFLI**





Respect Integrity Service Excellence Family Adventure Responsibility

I Do

Follow Classroom Norms

I Don't

Individual:

Be Respectful

Examples: Non- Examples

Be Responsible

Examples: Non- Examples

Whole Class:

Be Safe

Examples: Non- Examples

Step 1: Verbal Request

Step 2: Verbal Redirection/
Warning

Step 3: Teacher Chooses
Where Student Sits

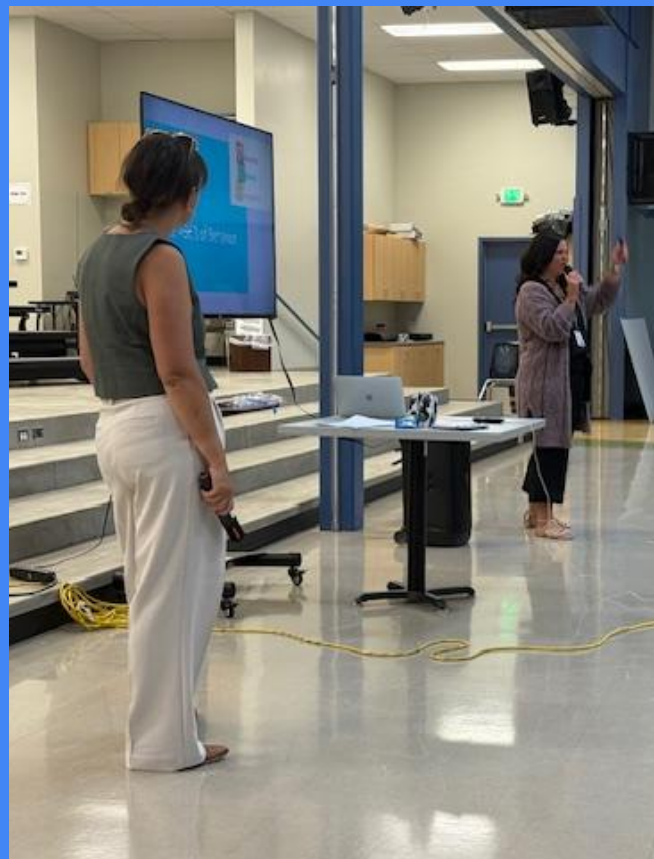
Step 4: Stop, Think, and Go
Reflection Sheet

Step 5: Parent/ Guardian
Contact

Step 6: Office Referral

PBIS at Promontory

Supported by Blind Mule



Online Trainings: New Teacher Onboarding & Mandatory Annual Training

▼ START HERE



Course Introduction & Acknowledgement

1 pts



[Back to School Schedule \(Subject to Change\)](#)

▼ Required Training - Due August 19th for Salaried Staff, August 29th for Part-Time Staff

Prerequisites: START HERE

[Complete All Items](#)



Least Restrictive Behavioral Interventions (LRBI) Training

1 pts



Trauma-Informed Training

1 pts



FERPA Training

1 pts



Data Privacy Training

1 pts

Educator Ethics & Professionalism Training



Testing Ethics Training

4 pts

Due No due date Points 1 Questions 1 Time Limit None
Allowed Attempts Unlimited

Instructions

As educators, we are entrusted with the responsibility to act with integrity and professionalism at all times. Upholding these standards is essential to maintaining trust and promoting student well-being.

Please watch the video below and complete the quiz to document your completion of this required training.



▶ 🔊 0:00/2:13 ⚙️ 🔗

▼ New Hire Checklist

[Complete All Items](#)



Onboarding Requirements

[View](#)



Technology Checklist



Full-Time Employee Benefits



Schedule & Calendar



Tentative Back to School Schedule



Mandatory Trainings (Coming Soon)



▼ PSEL Overview

[Complete All Items](#)



Our Mission & Vision

[View](#)



School Improvement Plan Teacher & Staff Supports

Expeditionary Learning:

- “Back to our Roots” - True to our charter and Expeditionary Learning (EL) model, better integration of our core subjects and standards throughout our EL practices (fieldwork, expeditions, etc.); true EL learning is an all-encompassing model of teaching using a collection of evidence-based practices
- Core Practices -
 - Bookmarks for our Essential Core Practices this year!
 - Provided teachers their own Core Practice manuals

School Improvement Plan Acknowledgment

Due No due date	Points 1	Questions 1	Time Limit None
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Instructions

Promontory School is currently identified as being in School Improvement by the Utah State Board of Education (USBE). As a result, we are mandated by the state to make targeted improvements to our school outcomes to better serve all students. Every member of our school community plays an essential role in supporting the success of all students—including students with disabilities, learning delays, who are right on track, or who excel beyond the planned curriculum.

Our School Improvement Plan outlines the goals and strategies we will work toward to improve student outcomes. Improving our school is a collective effort—each of us must contribute. We are crew, not passengers.

Please take a moment to review the attached overview of the [School Improvement Plan](#) and reflect on how your role supports our shared goals.

Take the Quiz

PROMONTORY'S ESSENTIAL EXPEDITIONARY LEARNING CORE PRACTICES

CORE PRACTICE 1:
Mapping Skills
and Content



CORE PRACTICE 10:
Planning Effective
Lessons



CORE PRACTICE 21:
Using Assessment for
Learning Strategies
on a Daily Basis



CORE PRACTICE 33:
Aligning Curriculum,
Instruction, and
Assessment for
Student Achievement

2025 - 2026

School Improvement Plan

Teacher & Staff Supports

Staff Professional Development

- Swan Valley - Focused on Expeditionary Learning, purposeful schedule & WIN Time, differentiation, SIP goals
- Pineview - Focused on Expeditionary Learning, utilizing an aide effectively, accommodations vs modifications, team building (“Every Piece is Essential”)
- Modeling core Expeditionary Learning practices such as crew meetings, learning targets, and success criteria

Personnel:

- Assistant Director - Emily Ross
- Instructional Coach - Janni Richards
 - SPED Coach - Jennifer Delaney
 - Expedition Expert - Dorothy Dobson
- Math Specialist - Sonya Shaw
- SPED Secretary - Missi Conover
- ELL (RTI) Aide - Bryn Cole

Academics:

- WIN Time
- Intentional School-Wide Scheduling
- Expeditionary Learning Core Practices

2025-2026 School Year Administrative Vision

Our school is positioned to have an incredibly successful school year, with highly qualified, licensed educators and expeditionary learning opportunities for our students with increased focus on academics. Our staff will have more support this year than before!

Expeditionary Learning sparks curiosity, nurtures character, and offers students meaningful, real-world learning experiences. At Promontory, the vision is to bring together the best of Expeditionary Learning and a strong focus on academic achievement. Every student deserves BOTH—and that's the heart of our work: creating an engaging, challenging, and supportive environment where all learners can thrive.

