

# Strategic Plan

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2016/2017

Umo<sup>n</sup>ho<sup>n</sup> Nation Public Schools



# Strategic Planning

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An organization's process of **defining** its **strategy**, or direction, and making decisions on allocating its resources to pursue this **strategy**.

# Umo<sup>n</sup>ho<sup>n</sup> Nation Public Schools

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*Motivate, Move, Mold and  
Make Your Mark*

2016/2017 Strategic Plan

1. Student Achievement
2. Student-Centered Education
3. Community Engagement
4. Educational Facilities
5. Fiscal Accountability
6. Human Resources



# Student Achievement

## Major Initiatives

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- Improve Reading Achievement
- Improve Math Achievement
- Improve Graduation Rates
- Improve Assessment/ Data Disaggregation Procedures
- Integrate 21<sup>st</sup> Century Skills

# Important Student Achievement Time Lines

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## Summer 2016

- Hire Instructional Reading Coach
- Hire Home-to-School-Interventionist
- Create Data Retreat Calendar
- Intervention-Based Professional Development

## Fall 2016

- Implement academic, behavioral and social emotional fidelity checks.
- Align instruction to Scope & Sequence K-12
- Expand and enhance alternative education opportunities.
- Facilitate Data-Based Decision Making
- Integrate 21<sup>st</sup> Century Skills, On-line Platform Learning & Progressive Communication.



# Important Student Achievement Time Lines

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## Spring 2017

- Provide Literacy Materials and Coaching to Parents/Guardians.
- Implement multi-tier system of academic and behavioral interventions.
- Review and update curriculum
- Enhance alumni relations and create graduation video.

## Summer 2017

- TBA

# Student-Centered Education

## Major Initiatives

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- Improve Attendance
- Promote Positive Behavior
- Promote Wellness
- Social Emotional Learning
- Student Services



# Important Student-Centered Education Time Lines

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## Summer 2016

- Develop improved Parent Notification System/Procedures
- Determine Health Curriculum/Staffing for Middle School
- Review SEL material prepare climate and social emotional supports for students and staff

## Fall 2016

- Increase staff presence during unstructured times
- Celebrations for classroom success
- APL/AGR training and support
- Implement Health Classes/ Enhance Physical Education/and remove barriers to health and hygiene
- Mentoring Groups
- Enhance partnerships (US District Attorney, Tribal Courts, Voc. Rehab, Title VI)



# Important Student-Centered Education Time Lines

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## Spring 2017

- Create specific social emotional support groups
- Therapy Dog
- Develop a speaker network
- Develop a plan for After-School Programming

## Summer 2017

- TBA

# Community Engagement

## Major Initiatives

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- Increase Community Engagement
- Educate the Community on the Importance of Education



# Important Community Engagement Time Lines

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## Summer 2016

- Work with Community and Tribal leaders to assess needs
- Assign staff to Community Committees
- Plan Community Night Events
- Develop/Enhance Social Media Presence

## Fall 2016

- Use Social Media to connect with community
- Host Community Events
- Increase Booster, PTA/PTO, Artist, Parent involvement
- Home-School Interventionist making home visits

# Important Community Engagement Time Lines

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## Spring 2017

- Continue to enhance Social Media presence (Facebook, Twitter, etc...)
- Develop plan to increase community involvement/volunteers with planning school events
- Create a “Community Calendar”

## Summer 2017

- TBA



# Educational Facilities

## Major Initiatives

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- Increase and Support Technology in the District
- Create and Sustain a Safe and Friendly Environment
- School Branding
- Assess HVAC System and Create Plan to Optimize Energy Efficiency, Air Quality, and Replacement Equipment
- Oversee General Construction of:
  - Teacher Housing Complex
  - Playground
  - Transportation Facility
  - Industrial Arts Department
  - Athletic Complex

# Important Educational Facilities Time Lines

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## Summer 2016

- Prepare for 1:1 Chromebook 6-12
- Enhance School Branding
- Update & review inventory
- Create Emergency Plan
- Update equipment and software

## Fall 2016

- Assess/Increase wifi availability
- Research bids and grant application for Industrial Arts Expansion, HVAC and Transportation Facility Projects
- Develop interior and exterior maintenance/cleanliness guidelines
- Playground/Teacher Housing Projects



# Important Educational Facilities Time Lines

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## Spring 2017

- Continue to support efforts for the following initiatives- Industrial Arts Expansion, HVAC upgrade, and Transportation Facility
- Continue to fine-tune maintenance/cleanliness guidelines
- Plan to secure approval, bids, and design of Athletic Complex

## Summer 2017

- TBA

# Fiscal Accountability

## Major Initiatives

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- Protect the District's Finances
- Fund Future Building Projects
- Seek Out Additional Grant Opportunities
- Continue Action to Pay Off District Debt
- Ensure Appropriate, Up-To-Date Resources are Available



# Important Fiscal Accountability Time Lines

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## Summer 2016

- Project the district's finances
- Enhance Security
- Plan/Support building projects (Teacher Housing, Transportation Facility, Playground, Athletic Complex)
- Plan to pay off Bonds
- Transportation/Technology/Textbook Replacement Rotations

## Fall 2016

- Monitor and assess district's finance procedures
- Budget Amendments
- Support on-going building projects/planning (Teacher Housing, Transportation Facility, Playground, Athletic Complex)
- Consult with Davidson & Spethman to pay off district debt.
- Follow rotation cycle regarding Transportation/Technology/Textbooks

# Important Fiscal Accountability Time Lines

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## Spring 2017

- Monitor and assess finance procedures
- Budget Amendments
- Begin planning 2017/2018 School Budget
- Support on-going building projects/planning (Teacher Housing, Transportation Facility, Playground, Athletic Complex)
- Consult with Davidson & Spethman to pay off district debt.
- Follow rotation cycle regarding Transportation/Technology/Textbooks

## Summer 2017

- TBA



# Human Resources

## Major Initiatives

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- Deliver HR Services, Programs, and Communications that Add Value to Our Prospective Employees, Current Employees, and Retirees.
- Support, Develop, and Strengthen a Sustainable Organization that Can Meet the Evolving Strategic Goals
- Commit to the Principle of Inclusive Excellence to Help Create an Environment where Employees of all Backgrounds can Thrive
- Support Safety and Wellness Through the Implementation of Strategic Health and Wellness Approaches.

# Important Human Resources Time Lines

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## Summer 2016

- Collaborate and Build Professional Develop Schedules
- Recruit/Hire prospective qualified staff
- Enhance a model work environment by identifying, developing, supporting and maintaining highly competent educational professionals

## Fall 2016

- Inform staff of all human resource programs/supports, retirement/benefits, communication process, mentoring programs and new hires.
- Use data to make decisions impacting administrator and teacher wants and needs.
- Provide staff with high quality and relevant professional development, cultural opportunities and access to health/wellness materials and facilities



# Important Human Resources Time Lines

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## Spring 2017

- Use data to make decisions impacting administrator and teacher wants and needs.
- Encourage employees to attend professional development opportunities.
- Offer screenings/physicals when available.

## Summer 2017

- TBA



**Great Things Never Came  
From Comfort Zones**