

# GANADO UNIFIED SCHOOL DISTRICT

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## Strategic Plan 2024-2025

**GUSD**

P.O.Box 1757  
Ganado, Arizona 86505



# GUSD Strategic Plan

***Vision: An educational community centered on students eager to learn and well-prepared for a diverse world.***

***Mission: Provide a high-quality education that prepares students to be lifelong learners honoring Dine culture.***

## 1. Academic Excellence

Goal: Ganado Unified School District will provide challenging and inspiring academic experiences to improve student outcomes.

### ***KEY PERFORMANCE INDICATORS:***

- 1.1 Staff will plan enriching and engaging experiences for students utilizing at least one half-day per month and/or after school to increase student motivation.
  - a. Academic Excellence Potential
    - i. Identify activities needed for academic excellence.
    - ii. Determine required time and resources.
  - b. Funding Sources
    - i. JOM (Johnson-O'Malley) funding.
    - ii. Incentives for students.
      - a. Funding for field trips for proficiency and highly proficient students.
      - b. Celebrating Student Success
  - c. Support for Intramural sports.

1.2 GUSD will increase the number of students earning special accolades upon promotion or graduation from each school.

a. Data Measurement for Student Growth

- i. Identify data to measure student growth (e.g., grades, assessments)
- ii. Set criteria for college applications and require FAFSA participation.

b. Attendance and Proficiency Metrics

- i. Monitor attendance and proficiency levels.
- ii. Establish standards for measuring academic success.

c. Community Involvement

- i. Increase involvement with student groups.
- ii. Define \**“Special Accolades”* (e.g., Superintendent’s List) to recognize achievements.

\**accolades* defined: an award, honor, or expression of praise of approval.

1.3 GHS will increase the number of students eligible for the Chief Manuelito Scholarship by 5 students at the end of SY 24-25.

a. Student Expectations and Identification

- i. Identify Potential Students
- ii. Collaborate with all cohorts to assess student needs.

b. Support Systems

- i. Develop a plan for academic support (e.g., tutoring).
- ii. Create system of reminders for college application processes (FAFSA)
- iii. Enhance utilization of promotion of higher education or vocational education through posters and flyers.

c. Recognition of Achievements

- i. Acknowledge past achievement of former students
- ii. Establish systems for awards or recognition for outstanding students.

## 2. Optimize Resources

Goal: Secure, allocate and prioritize funding to improve expertise, effectiveness and efficiency across the district. To become compliant with prior years' audit in various areas of deficiencies.

### ***KEY PERFORMANCE INDICATORS:***

2.1 By the end of School-Year 2024-2025, the district will provide documents to the Auditors and or the Auditor General's office as requested to meet compliance with the District's deficiencies listing.

#### a. Optimize Resources for Meeting Goals

- i. Establish a timeline for certain processes and procedures
- ii. Be familiar with who is responsible
- iii. Implement accurate record and documentations on file
- iv. Provide in-depth training on business purchasing procedures
- v. Review procurement policies and processes thoroughly

2.2 By the end of School-Year 2024-2025, with Quarterly checks, the District will apply for funding for 'Priority Listing 1' as a stepping stone for further grants.

#### a. Resource Allocation and Reporting

- i. Establish Timelines for Priority Listing 1 for available resources
- ii. Research grants for funding needs on priority listings
- iii. Expedite partnerships with consultants and businesses to work on projects selected (including responsibilities and timelines)

2.3 By the end of School-Year 2024-2025, with Quarterly checks, the district will work with schools to create a baseline of resources such as library, grade-level and updated multicultural literature books to provide for teacher classrooms.

#### a. Needs Assessment for books and Program Identification

- i. Implement phonics programs and supplemental resources
- ii. Update DIBELS assessment

- iii. Schedule Professional Development for programs needed

2.4 By the end of School-Year 2024-2025, the District will provide professional development four times for all staff on school planning days already allocated in the district calendar.

a. Professional Development for Identified Targeted Training

- i. PD tailored to specific school and or departmental needs.
- ii. Global PD Strategies
- iii. Explore global professional development (PD) strategies and resources

b. Job Descriptions

- i. Job description review with employees
- ii. Revise as needed to reflect needed skills and responsibilities

c. Other Areas of Need for staff

- i. Wellness and Self-Care Initiatives
- ii. Focus on mental and physical health well-being of staff
- iii. Update and revise wellness policies to align with current best practices.

### 3. Culture and Climate

Goal: Improve visual, physical and environmental aspects of the district to provide a healthy, safe, and positive atmosphere for students, staff, and community members.

**KEY PERFORMANCE INDICATORS:**

3.1 The District will conduct a school safety audit by the end of School-Year 2024-2025.

a. Emergency Preparedness

- i. Develop and complete an emergency plan by the end of the 1st Quarter.
- ii. Conduct monthly Fire Drills

- iii. Implement Lockdown and Soft-Lockdown Drills
- iv. Organize Bus Evacuation Drills and Procedures required by the State
- v. Employee Active-Shooter Drill Training

### 3.2 Complete cultural audit district-wide to determine a baseline of cultural references in schools and departments.

#### a. Relationship Building Initiatives

- i. Student to Staff
- ii. Build relationships through team-building activities
- iii. Identify areas for improvement: physical, social, and safe environments

#### b. Student to Student

- i. Foster respect and open-communication
- ii. Develop initiatives for staff to actively engage with students

#### c. Staff to Community

- i. Encourage collaboration and partnerships with community members
- ii. Promote staff involvement in community events and activities

#### d. Community to Staff

- i. Build relationships through outreach and engagement with the community
- ii. Enhance staff and community interactions through events

#### e. Additional Initiatives

- i. Create cultural displays
- ii. Develop a monthly calendar on relationship building
- iii. Create a cultural sensitivity presentation

### 3.3 Secure Funds and Management Resources.

#### a. Staffing and Resource Allocation

- i. Ensure adequate staffing needs for maintenance and security personnel

### 3.4 By the end of Fall 2024, the district will identify and secure funds for a long-term plan to manage school grounds and maintenance, i.e., weed-control, campus appearance, signage, paints.



- a. Maintenance Department planning
  - i. Scheduled Preventative Maintenance throughout the school-year.
  - ii. Establish monthly action steps in collaboration with business office.
  - iii. Update the maintenance plans to ensure tasks are complete

## 4. Community Engagement and Partnership

Goal: Build relationships with families, community members, and local community leaders to strengthen supports and provide opportunities for students and staff.

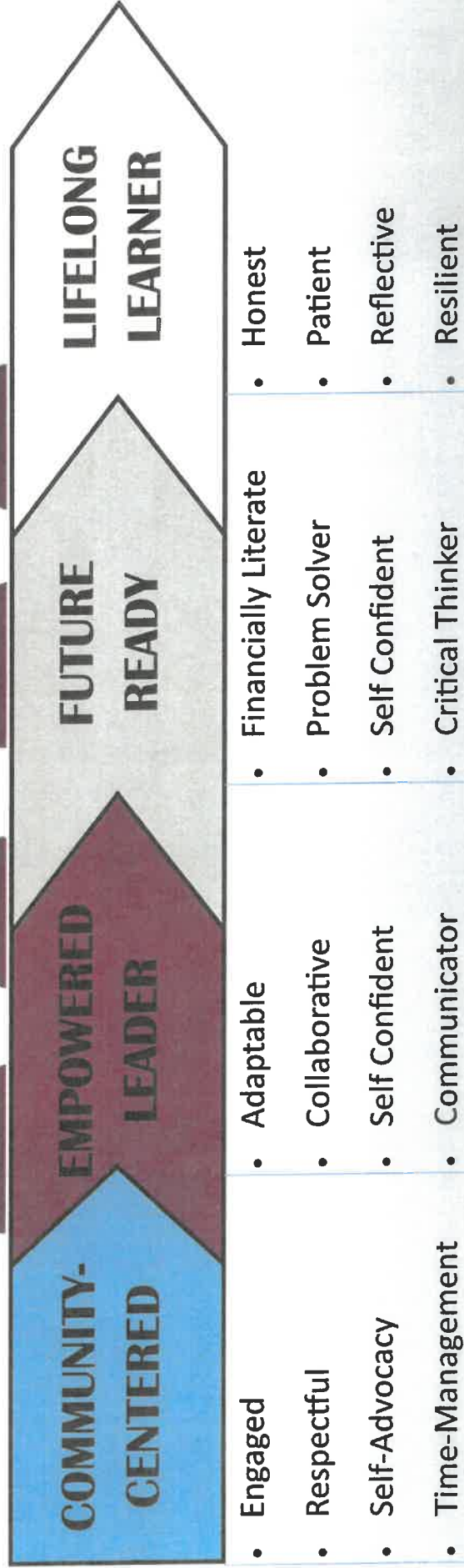
### *KEY PERFORMANCE INDICATORS:*

- 4.1 By the end of the first quarter, a baseline data for the number of parents and guardians of GUSD students will be shared with all schools.
  - a. Community Engagement Reporting
    - i. Number of attendees at various school-events
    - ii. Data and survey collections
    - iii. Utilize various media formats to promote events
  - b. Parent Involvement Initiatives
    - i. Event sign-in sheets
    - ii. Create a centralized parent resource center on campus.
- 4.2 By the end of School-Year 2024-2025, the District will create a database of resources in the community to support the establishment of partnerships.
  - a. Outreach Initiatives
    - i. Develop various outreach resources (to target family's needs)
    - ii. Engage with local entities, vendors, and community partners
    - ii. Tracking community engagement efforts
    - iv. Consider a hub for posting resources and information for both parents and community at various locations.

- b. Parent Involvement Initiatives
    - i. Event sign-in sheets
    - ii. Create a centralized parent resource center on campus.
  - c. Other Areas of Need for staff
    - i. Playground
      - a. Policies and guidelines
      - b. Review and create policies related to community spaces and playground usage
- 4.3 In School-Years 2024-2025 and 2025-2026, the District will increase the number of parents, guardians, and relatives that attend a district or partner hosted event by 10% as measured by attendance sheets and or surveys.
- a. Consistency of Reporting
    - i. Data consistency in collection
    - ii. Develop a plan to ensure consistency of how the data is collected (i.e., surveys)
  - b. Parent Coordination and Events
    - i. Parent coordinator to oversee event efforts
    - ii. Plan common events to enhance parental involvement
  - c. Incentives, Initiatives, and Grants
    - i. Identify grants for incentives (i.e., foods, promotional items) to enhance participation
    - ii. Identify a Parent Resource Center location



# Portrait of a Graduate



*Ganado Unified School District*



# GANADO

UNIFIED SCHOOL DISTRICT



OUR **MISSION**

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OUR **VISION**