

Baboquivari Unified School District  
2015-2016  
Strategic Plan



## Introduction

A strategic plan sets the focus of a school district and provides for systematic implementation of the goals set forth in the plan. The Governing Board of the Baboquivari Unified School District #40 adopted this Strategic Plan for 2015-2016. The Plan identifies FIVE major core values with components, goals, and action steps, providing a framework for the District over the next year which will maximize student achievement. The District's mission is inspired by a vision and is shaped by our core values and purpose. This plan reflects the dedication and determination of our teachers, support staff, administrators, parents and community to work together to prepare our students for the future and their Himdag.

## Acknowledgements

We would like to thank the following individuals who took the time and effort to provide the quantitative and qualitative data to inform and inspire the creation of the strategic plan and our focus on students first.

Students and Families of Baboquivari Unified School District

Sara Mae Williams, BUSD Board President

Ella Mae Greasewood, BUSD Clerk of the Board

Sylvia Hendricks, BUSD Board Member

Darolyn Mease, Human Resources Technician

Alyssa Covington, Indian Oasis Elementary School-Primary Campus Principal

Julie McIntyre, Indian Oasis Elementary School-Intermediate Campus Principal

Yolanda Nunez, Baboquivari Middle and High School Campus Principal

Andres Burrola, Indian Oasis Middle and High School Alternative Campus Principal

Clementina Carlyle, Chief Financial Officer

Jose Figueroa, Federal Programs Director

Marietta Martin, Parent Community Involvement and Engagement Coordinator

Lisa Cogan, District Shepherd

Edna Morris, Superintendent

## Governing Board of Baboquivari Unified School District



Sara Mae William  
Sixkiller

President  
Member



Ella Mae Greasewood

Clerk of the Board



Sylvia Hendricks

Member



Marlene Hughes

Member



Roy

The Governing Board of Baboquivari Unified School District believes in a high quality education for all the students of their district. They work each day to ensure that we have hired highly effective teachers and staff that care and are committed to the children of the Tohono O’odham Nation. They work as a team to approve resources that will support teachers, principals, and departments with the necessary resources to be efficient and productive, as well as ensure we are fiscally responsible to our public and the students we serve.

With this in mind, the Governing Board proudly embodies our Vision, Mission, Core Values, and Purpose in their journey of communicating our focus on students’ first.

## Vision Statement

Our students will be academically prepared, know their Himdag\*, and have life skills to excel.

## Mission Statement

We create:

Healthy

Inspiring

Motivating

Developing

Achieving

Graduates

\*Himdag is Tohono O’odham meaning “our way of life”.

## Core Values

We believe our Learning Community supports

- Healthy, Respectful Teaching and Learning Relationships
- Transparent Governance and Leadership
- A Climate of High Expectations
- Impactful Community Partnerships
- Resources to support Students, Families, and Staff

## Purpose Statement

We create a positive academic impact on every child's life, everyday.

### Core Value: Teaching and Learning

**Key Component:** Collectively develop expectations with stakeholders surrounding teaching and learning.

**Key Goal 1:** By December 2015, stakeholders\* will have completed approved expectations for staff, students, and families.

#### **Action Steps:**

- ✓ Establish structures for ongoing formal and informal dialogue with parents and school community.
- ✓ Create classrooms that authentically engage all students every day.
- ✓ Provide a safe and nurturing environment that will encourage students to attend school every day.
- ✓ Assess effectiveness of communication, student engagement, and safety quarterly and use data to make adjustments as needed.
- ✓ Create District Plan for student achievement with support from UVA.
- ✓ Establish schedules for learning walks at each site so administration team is monitoring student learning.
- ✓ Create AVID and AdvancED plans to support district focus on Data Driven Instruction.

### Core Value: Governance and Leadership

**Key Component:** Transparent Communication

**Key Goal 1:** By October 2015, stakeholders will create a multi-method communication system to share critical information to families and other stakeholders.

**Action Steps:**

- ✓ Develop calendar to go out to Districts and Legislative to present on critical information surrounding education.

**Key Component:** Commitment to Shared Purpose

**Key Goal 2:** By October 2015, Superintendent will provide weekly messages from staff and community on our shared purpose.

**Action Steps:**

- ✓ Create a schedule of selected staff, parents, community leaders to send Superintendent weekly message to send out to staff and our social media network.
- ✓ Create key media contacts to ensure our district information is delivered in a timely and effective manner.

**Key Goal 3:** By May 2016, stakeholders will create a plan to recruit and retain committed leaders to our district.

**Action Steps:**

- ✓ Formulate a team to create a plan to recruit and retain leaders.

**Key Goal 4:** By May 2016, district leadership will create a C-20 Council to focus on the needs of our students.

**Action Steps:**

- ✓ Formulate a list of all the services students and families will need and invite leaders to participate in the C-20 Council.
- ✓ Identify the needs of our students and families, to begin activating immediate resources to support.
- ✓ Create a calendar of monthly or quarterly meetings for C-20.

## Core Value: Climate of High Expectations

**Key Component:** Empower, Nurture, and Guide a District and Community Climate that embodies high expectations.

**Key Goal 1:** By March 2015, a new survey on the climate of the district will be completed and used to guide Core Values, Key Strategies, and Goal accomplishments in order to continue improvement.

### Action Steps:

- ✓ Create inter-department communiqués to increase transparent communication and high expectations.
- ✓ Departments to create a message of service and excellence supported by quarterly response surveys.
- ✓ Principals to create an environment of high expectations through effective and caring support.

## Core Value: Community Relations

**Key Component:** Responsive Communication

**Key Goal 1:** By December 2015, BUSD will maximize use of all communication tools to deliver critical school and district information.

### Action Steps:

- ✓ Create a communication committee to set up ease and use of communication tools to include protocols for sending out information.

**Key Goal 2:** By December 2015, BUSD will create welcoming Parent Rooms at each campus.

### Action Steps:

- ✓ Create standard welcoming protocols for every office in the district.

- ✓ Create opportunities for parents and families to volunteer throughout the year and return to support.

**Key Goal 3:** By May 2016, every member of the BUSD staff will represent the district by participating in one or more school and/or community event on or off the Nation.

**Action Steps:**

- ✓ Using the Nation and District calendar, weekly communication will be sent out and staff will sign up for events to attend.

**Core Value: Resources**

**Key Component:** Retain and Recruit Highly Effective Staff

**Key Goal 1:** By May of each year, BUSD will ensure we have retained or secured highly effective employees for the following fiscal year, through effective hiring practices.

**Action Steps:**

- ✓ Create an effective method for hiring all personnel.
- ✓ Create effective protocols for ensuring personnel are advised and trained.
- ✓ Create a marketing plan to recruit employees to BUSD.

**Key Component:** Retain and Recruit students and families to BUSD

**Key Goal 2:** By May of each year, BUSD will ensure that we have retained 95% enrollment for the next fiscal year, and recruited 5% new and/or returning students.

**Action Steps:**

- ✓ Develop a district and TO Nation campaign for attendance.
- ✓ Create quarterly family nights to focus on communication, academics, and district core values.
- ✓ Leverage district and community resources to maximize student learning towards college and career readiness.
- ✓ Create a Clothing and Household Items Bank for students and families.



\*Stakeholder: Stakeholders are defined as particular groups and/or subgroups that would be part of a collective group of individuals that have an interest in, and who can affect or is affected by the achievement of the organization's objectives.