

Baboquivari Unified School District
2020-2021
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 2020-21SY. The Plan identifies SIX 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, families and communities to work together to prepare our students for the future and our 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

Juan Buendia, BUSD Board President

Annamarie Stevens, BUSD Clerk of the Board

Sylvia Hendricks, BUSD Board Member

Ella Mae Greasewood, BUSD Board Member

Kathleen Vance, BUSD Board Member

Ben Sabala, Executive Assistant to Superintendent

Tanya Suydam, Baboquivari Middle and High School Campus Principal

Judy Winsberg, Indian Oasis Elementary Intermediate Campus Principal

Jennifer Enriquez, Indian Oasis Elementary Primary Campus Principal

Ann Corden, Indian Oasis Middle and High School Campus Director

Alison Cornell, Special Programs Director & AVID Director

Clementina Carlyle, Chief Financial Officer

Jose Figueroa, Federal Programs Director

David Randall, Exceptional Education Services Director

Aggie Hart, Parent and Community Engagement Director

Kevin Ramirez, Transportation Director

Carlos Carranza, Operations Director

Edna Morris, Superintendent

Governing Board of Baboquivari Unified School District



Juan Buendia
Board President



Annamarie Stevens
Clerk of the Board



Sylvia Hendricks
Member



Ella Mae Greasewood
Member



Kathleen Vance
Member

The Governing Board of Baboquivari Unified School District believes in a high quality education for all the students of our district. We work each day to ensure that we are hiring highly effective teachers and staff that care and are committed to the children of the Tohono O’odham Nation. We 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 our journey of communicating our focus on students’ first.

Vision Statement

Our students will be loved, encouraged, and prepared to take on the world by embracing our Himdag.

Mission Statement

We create:

Healthy

Inspiring

Motivating

Developing

Achieving

Graduates

*Himdag is Tohono O'odham meaning "our way of life".

Core Values



Purpose Statement

We create a nurturing learning environment for every child, everyday; with an additional commitment to support our Himdag.

Core Value: EXPECTATIONS

Expectations represent the SKY which defines unlimited possibilities

KEY COMPONENT: Build positive relationships

Key Goal 1: By the end of each quarter, the **district** will have built positive relationships with stakeholders.

- Build positive relationships with students and families
- Build positive relationships between teachers, admin, board
- Build relationships not only within the school, but with the community and Nation because we all have the best interest for our families
- Positive relationships with post secondary institutions

KEY COMPONENT: Increase and maintain student achievement and attendance.

Key Goal 2: By the end of each quarter, evidenced by administrator observation and/or lesson plans, will demonstrate the increase of student achievement and teacher capacity.

Key Goal 3: By the end of each month, the attendance committee will create an individualized plan for students on the chronic absenteeism list, as evidenced by attendance committee meeting minutes and agendas.

Core Value: CLIMATE

Climate represents the EARTH as defined as building a solid foundation of all of our core values.

KEY COMPONENT: Supportive and safe environment

Key Goal 1: By the end of each quarter, all staff will learn and apply Trust Based Relational Intervention (TBRI) strategies as evidenced by visual representations, observable actions, and support.

Key Goal 2: By the end of each semester, each campus and department will implement a process for collecting feedback from students, families and staff, as evidenced by written plans.

KEY COMPONENT: Intentional systems approach

Key Goal 3: By the end of each quarter, all sites will report 1 systems approach (i.e. MTSS (Behavior and Academics), Attendance, Discipline, and/or specific to non-school sites)

Core Value: COMMUNICATION

Communication represents NORTH defined as moving forward in our quest to effectively engage our stakeholders.

KEY COMPONENT: Transparency

Key Goal 1: Each site and department will create a transparent platform(s) to impart ongoing action and developments, a minimum of 6 times throughout each quarter.

KEY COMPONENT: Active and effective listening

Key Goal 2: By the end of each semester, a survey will be given to students, families, and staff to assess active and effective listening as well as how they want to collect and receive information.

Key Goal 3: Continue to provide systems to parents and staff to support communication at all levels.

Core Value: ENGAGEMENT

Engagement represents SOUTH defined as cultivating growth

KEY COMPONENT: Engage with the community

Key Goal 1: By the end of each semester, each school will have conducted 5 family event opportunities.

Key Goal 2: By the end of each semester, the C-20 Council will report on their goals to continue to engage with outside agencies.

Core Value: INNOVATION

Innovation represents EAST defined as offering a fresh start for new ideas, visions and goals.

KEY COMPONENT: Encourage positive risk taking

Key Goal 1: Quarterly, students and staff will take positive risks by intentional goal setting such as Integrated Action Plans (IAP's) student data binders, and class councils/advisory.

Key COMPONENT: Challenge the status quo

Key Goal 2: Annually, each site/department will implement and report a new innovation that challenges the status quo to support student success as monitored and observed by administration.

Core Value: CELEBRATION

Celebration represents WEST defined as the end of the day/year where reflection embodies a sense of accomplishment.

KEY COMPONENT: Recognize accomplishments for ALL

Key Goal 1: Set nomination and award system to recognize stakeholders based on the six core values, cross department or title (parent, district, site, etc.) to be identified at monthly board meetings.

*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.