

STRATEGIC PLAN

MISSION

The Mission of the Ronan Public Schools, an educational system which values our multicultural heritage, is to provide an equitable learning opportunity in a safe environment for all students. The District families, community, and staff join as partners to educate and empower students for present and future individual achievement and contribution to their community and compete in a constantly changing global society.

VISION

The District and the community join in partnership to provide a safe, attractive, and orderly learning environment. This positive climate promotes healthy lifestyles, where students learn the importance of lifelong learning, to take responsibility for high personal standards, and to feel a great sense of self-worth and belonging. Each individual student will learn to celebrate and be respectful of the rich, multicultural community and to appreciate the unique heritage and history of the Flathead Reservation. This partnership strives for a standard of excellence where all students achieve their highest potential expectations and are prepared to be successful in today's competitive, global society. In this learning environment, students will graduate prepared to pursue their life choices and to attain their personal visions of success.

GUIDING PRINCIPLES

In Ronan-Pablo Public Schools:

- We believe that every child has the potential to achieve.
- We believe that the school, families, students, and community share responsibility for the education process.
- We believe that the student-teacher relationship is the foundation for student success, and we are all accountable for it.
- We believe that education prepares students to develop a vision for their future and the skills to attain that vision.
- We believe that mutual respect for diverse people builds a healthy and safe school and encourages strong interpersonal relationships.
- We believe that a broad range of opportunities and learning experiences can meet the needs of all students.
- We believe in, and value, a dynamic curriculum.
- We believe that the educational process is changing and flexible and needs ongoing evaluation.
- We believe that all educational opportunities must foster high standards and expectations.
- We believe that clearly defined norms result in a climate of individual and collective responsibility among students, staff, administrators, and families.
- We believe . . .

OBJECTIVES FOR CHANGE

1. Help every child explore and celebrate cultural identity and individual goals.
2. Establish a shared vision and partnership among members of the District and the community (teachers, Board, families, classified staff, students, administration, tribal and local governments, the Indian Education Committee and other parent committees, and community members).
3. Establish an environment that supports student education and empowerment, shared responsibility and accountability, mutual respect, and family involvement.
4. Assure a dynamic and enriched curriculum, instruction based on best practices, and high standards which will facilitate interest and excitement in lifelong learning.
5. Establish useful processes for continual monitoring, assessment, and evaluation of District goals and objectives.
6. Promote and support ongoing staff development and training and communication among District staff, students, families, and the community.

PHILOSOPHICAL FRAMEWORK

Within the District, we recognize the importance of the following:

- High self-esteem and self-worth
- Interdependence
- Respect
- Shared vision
- High standards and expectations
- Commitment
- Hope

STUDENT OBJECTIVES

At Ronan-Pablo Public Schools, each student will have high personal expectations and gain and demonstrate the following as a result of their school experience:

Academic Skills

- A strong academic and technical foundation in math; science; communication arts; social studies, including local and tribal history; technology; fine arts; life and vocational skills; and physical fitness.
- An understanding and appreciation of citizenship within a democratic process.
- An understanding of economic systems, including free enterprise, and how they function in today's highly competitive, global society.
- An understanding of the tribal presence on the Flathead Reservation.

Thinking Skills

- Strategies for critical and independent thinking, problem solving, and coping with change.

Social Skills

- Individual responsibility for making choices and evaluating and accepting the consequences.
- Social responsibility and understanding how individual actions affect others.
- A strong work ethic which includes punctuality, initiative, sense of quality, and the ability to work with others.
- Leadership and a willingness to take direction and learn from others.
- The ability to develop and maintain positive interpersonal relationships.
- Concern for the health and wellbeing of themselves and others and a sense of humor.
- An awareness of the need to celebrate, respect, and value individual and cultural diversity.

- The ability to function successfully in a global society.
- The willingness and ability to make a positive contribution to society and the community.

Personal Traits

- The ability to set and achieve personal visions and worthwhile goals.
- A strong perspective and understanding of sense of place in the family, community, culture, and environment.
- An understanding and appreciation for lifelong learning.
- A sense of hope, motivation, happiness, and inspiration and the ability to be successful with vibrant initiative.

GOALS

Goal A: Make our schools places where everyone values high standards, and students, by choice, are accountable for their achievements in academics, community service, and citizenship.

Directing Objectives

1. Develop and implement a K-12 curriculum relevant to each student, which strives for excellence, challenges individual abilities, utilizes communitywide resources, and integrates the unique cultural characteristics of the community.
2. Develop and implement a framework of assessments to evaluate overall student growth, curriculum, and instructional methods, as well as ongoing curriculum development.
3. Provide ongoing staff development and a mentoring program to meet the District's vision and goals.
4. Continue to monitor graduation requirements and criteria to assure a high level and scope of required credits and explore ways to expand honors/AP-level classes.
5. Help each child develop personal goals by providing expanded career education and development opportunities as appropriate, through innovative counseling programs, curriculum, and community resources.
6. Develop links and connections between the vision and directing objectives and what is occurring in buildings so that the Strategic Plan is regularly discussed by building staff,

teachers-to-students, teachers-to-parents, and in orientation of new staff. Assure that the Strategic Plan framework is used in buildings and planning and goal setting so that building-level strategies, actions, and decisions are supportive of the Strategic Plan and congruent with the District vision. Evaluate progress on the Strategic Plan on a quarterly basis.

7. Develop and implement a plan to help new and mobile students and families understand expectations and integrate into the District culture and individual building framework and programs.

Goal B: Create and continue to enhance a positive school climate.

Directing Objectives

1. Establish school-building environments in which there is obvious recognition that the relationship between teacher and child is the basis for student success.
2. Strengthen the working relationship and flow of information between families and teachers to support student success.
3. Create and facilitate student involvement and leadership in the school and community.
4. Develop and implement strategies that create a sense of belonging for all students and other members of the educational partnership.
5. Create an educational partnership (refer to the list under the “Objectives for Change” section) which develops and enhances community relationships.
6. Increase meaningful participation by parents in all segments of the community.
7. Develop and implement successful strategies which result in greater levels of meaningful involvement of the Native American population in District schools.
8. Establish strategies that actively value and celebrate diversity throughout the District.
9. Create a community-based “task force” made up of representatives of the educational partnership and continue the dialogue established through the strategic-planning process.
10. Develop levels of accountability, performance objectives, and a timeline for implementation of all parts of the strategic-planning process.
11. Ensure that all District policies and their implementation adhere to the Strategic Plan.

Goal C: Generate and allocate District resources in the most effective and efficient manner to facilitate educational excellence.

Directing Objectives

1. Develop a political coalition to increase funding.
2. Involve the community in needs assessment to identify short- and long-term facility needs.
3. Develop a collaborative school and community partnership to support identified facility and other educational needs (i.e., Capital Campaign Committee).
4. Pursue grant-writing efforts which match identified District goals and objectives.
5. Educate the community regarding District budgeting and school finance.
6. Take full advantage of District facilities, including use for community activities and events.
7. Consider all options related to resources and be creative and flexible in District approaches.
8. Responsibly manage all District resources, in accord with the strategic-planning process.

History:

Adopted on: 7-13-98

Revised on: 7-10-00; 5-14-07; 11-8-10