

Sturgis Public Schools

5-Year Strategic Plan

MISSION

We team with families and the community to provide engaging and rigorous student-focused learning environments.

VISION

Maximizing every student's true potential.

BELIEFS

- Every person matters
- Every person deserves an opportunity to feel fulfilled and successful.
- All can learn.
- All are capable of more than they believe they are.
- Challenges are part of learning and increase perseverance and resiliency.

GOAL AREAS

- Academics
- Culture
- Communications
- Operations
- Personnel

ACADEMICS

Goal Statement: Improve instructional practices.

Interim Targets/Priority Objectives:

- Publish essential standards, vocab, resources, assessments, and essential questions by fall of 2025.
- By June 2029, 80% of students will receive tier I support, 15% will receive tier II support, and 5% will receive tier III support.
- Support use of more effective teaching strategies that engage students in meaningful learning.
- Decrease the time spent administering standardized assessments.
- 100% of teachers will meet their yearly goals.
- 100% of students will grow in proficiency each year, and 80% of students will be proficient by 2029.

Adopted in 2024

COMMUNICATIONS

Goal Statement: Build relationships through consistent, connected systems.

Interim Targets/Priority Objectives:

- Clean 100% of PowerSchool Contacts.
- Install communication best practices.
- Provide all families with streamlined and consistent information across the district.
- All communications are sent in each families preferred language.
- Increase the frequency of positive communications with all families.
- Communicate in a variety of ways based off of stakeholder needs/preference on a monthly basis.

CULTURE

Goal Statement: Create an environment that supports the mental health of students and staff.

Interim Targets/Priority Objectives:

- Build a culture where all people feel valued.
- Install a Suspension Avoidance Program.
- Celebrate points of pride.

OPERATIONS

Goal Statement: Develop a plan, prior to 2026, that outlines how the district will reimagine learning environments

Interim Targets/Priority Objectives:

- Secure funding in 2026/2027 for building and facilities plans.
- Spend all funds from safety grant improvements 31aa by September 2024.
- By August 2024, have a new food service partner in place.
- Re-bid custodial services, with a new EnviroClean agreement or new partner in place by August 2025.
- Streamline onboarding of new staff, and consider online onboarding platforms.
- Install consistent systems across buildings.
- Install systematic communications technology by June 30, 2027.
- Install a universal key system.

PERSONNEL

Goal Statement: Attract, grow, and retain quality staff.

Interim Targets/Priority Objectives:

- Build team accountability.
- Be competitive not only regionally, but built wage schedules that are competitive with similar districts statewide.
- Develop an employee wellness program by June 2025.
- Lower student-to-staff ratio.
- Enhance support staffing.
- Retain quality staff.