

Tuba City Unified School District

STRATEGIC PLAN

2025-2030

Vision Statement

Transforming our resilient WARRIORS into positive & successful lifelong learners.

Mission Statement

At Tuba City Unified School District, we strive to be transparent, compassionate, and positive so that our students' innate abilities of a growth mindset, respect, and academic achievement rise above all challenges.

Core Values

G.R.A.S.P. Your Potential: A Guide to growth, character, and success

| G – Growth | Embrace challenges, learn from failures, and believe you can improve and grow |
|---------------------------|--|
| R-Respect | Treat everyone with kindness, understanding, empathy and professionalism. |
| A - Accountability | Accept responsibility and take ownership of given duties and obligations. |
| S – Strength | Address challenges with courage and persistence and maintain a positive outlook. |
| P - Positivity | Promote teamwork, use positive language, smile more, encourage others, and empower those around you. |

Strategic Planning Goals



Goal 1: Improve School District Climate

SMART GOAL:

By May 2030, increase staff and student satisfaction ratings by 20% through effective leadership, professional development, and recognition programs.

Key Actions:

- Provide annual training for all programs, including onboarding and refresher sessions.
- Deliver technology training for all teachers by August 2025.
- Hire and retain professional, adaptive, and flexible teachers, including a long-term substitute pool.
- Celebrate staff and student achievements quarterly through incentives and recognition events.
- Implement a professionalism code and provide coaching to reinforce it.

2025-2026 Action Plan

- ❖ Roll out the core values G.R.A.S.P. for the district. (Superintendent and Assistant Superintendent)
- ❖ Develop a process for reviewing board policies with the option of hiring an outside consultant. (Board and Superintendent)
- ❖ Design board and leadership training to clarify roles and responsibilities and to hold each other accountable. (Board and Superintendent)



Goal 2: Increase Student Enrollment

SMART GOAL:

Increase overall district enrollment by 10% by May 2030 through community outreach and student-focused engagement strategies.

Key Actions:

- Host school board meetings at various schools and community centers throughout the district quarterly.
- Distribute and analyze parent/student surveys bi-annually to inform engagement strategies.
- Launch a digital media campaign by September 2025 to showcase student achievements and promote district programs.
- Recognize student excellence monthly via school websites and newsletters.

2025-2026 Action Plan

- ❖ Complete Cognia Systems Accreditation. (Assistant Superintendent)

- ❖ Develop a plan for posting board meetings in other sites and contacting communities to hold meetings in alternative locations (Board President and Superintendent)
- ❖ Develop a plan to develop a survey to ask stakeholders how we can improve in order to attract new students (Business and IT)
- ❖ Develop a plan for recognizing student and staff excellence (IT and Media) Design board and leadership training to clarify roles and responsibilities and to hold each other accountable. (Board and Superintendent)



Goal 3: Improve Communication & Customer Service

SMART GOAL:

By May 2030, improve stakeholder communication satisfaction ratings by 25% by enhancing transparency, customer service, and parent engagement.

Key Actions:

- Conduct customer service training for all front-line staff by October 2025.
- Send monthly district newsletters and update school websites with current content.
- Develop a structured onboarding process for new staff by August 2025.
- Implement and monitor customer service and communication surveys twice a year.
- Host regular family engagement nights and include parents in planning processes.

2025-2026 Action Plan

- ❖ Provide customer service training to ensure that it is standard in the workplace.
- ❖ Develop an hourly Wage Agreement for their staff contracts documenting complaints and disciplinary action.
- ❖ Develop a process for the replacement of Board Docs (Superintendent Governing Board Secretary).



Goal 4: Increase Student Achievement (Pre-K – 12)

SMART GOAL:

By May 2030, increase student achievement scores in state assessments by 15% across all grade levels through targeted instructional support.

Key Actions:

- Provide monthly PD focused on high-impact instructional strategies.
- Use PLCs to identify subgroup needs and provide targeted instruction.
- Conduct weekly classroom walkthroughs and coaching with timely feedback.
- Analyze data weekly, monthly, and quarterly to adjust instruction.
- Ensure lesson plans reflect vertical and horizontal alignment.
- Promote a growth mindset culture and celebrate academic progress regularly.
- Integrate technology and promote strong parent-school partnerships.

2025-2026 Action Plan

- ❖ Monitor the implementation of the 90-day plan tied into School Integrated Action Plan SIAP. (Principals)
- ❖ Develop meeting schedules that support the walkthrough process and other building principal responsibilities.
- ❖ Develop a process to promote school accountability (i.e. agendas, data collection and sign in sheets). (Assistant Superintendent)
- ❖ Train the transportation department to develop skills to work with the students as the first adult they are in contact with. (Transportation)



Goal 5: Align Resources to Support Student Success

SMART GOAL:

By the end of the 2029–2030 school year, reallocate 100% of available discretionary resources to programs directly supporting student achievement and attendance.

Key Actions:

- Develop school site plans incorporating tutoring and Saturday School programs.
- Invest in resources aligned to state testing and Tier 1 instruction.
- Track student attendance weekly and implement targeted strategies to reduce chronic absenteeism by 10%.
- Prioritize funding for effective instructional materials and staff PD.

2025-2026 Action Plan

- ❖ Develop intervention plan for Tier 2 and Tier 3 instruction. (Principals)
- ❖ Provide professional development for Tier 1 instruction (Principals)
- ❖ Develop a tracking system for addressing chronic absenteeism. (School data clerks)
- ❖ Provide individual budgets for schools and department to include JOM and federal projects. (Business office)