



Strategic Plan 2018-2022

THE EUNICE PROMISE

We Believe:

- Students First
- Relationships Matter
- Academic Excellence Transforms Lives

We Demonstrate:

- Integrity
- Tenacity
- Grit

We Develop:

- Kindness
- Compassion
- Culture

We Are:

- **Cardinal Strong!**

VISION

Inspiring ALL to be lifelong learners and global citizens

MISSION

Providing high quality challenging educational experiences in a safe environment

FOCUS AREAS

The school district will center its efforts on the following seven focus areas for the duration of this strategic plan:

- Aligned Instructional Focus
- Parent and Community Partnerships
- Recruiting, Retaining, and Developing Staff
- Safety
- Facilities and Infrastructure
- Fiscal Support
- Discipline

The integration of our work in each of these seven focus areas will result in a strengthened instructional program for every student we serve, stronger and more positive relationships with our parents and the community to which we are responsible, and a more effective and collegial faculty and staff delivering those services.

ALIGNED INSTRUCTIONAL FOCUS

What does this mean?

Curriculum and instructional alignment ensure that what is taught and how it is taught is thoughtfully planned and effectively executed by the entire instructional staff. What students learn, how they learn it, and when they learn it are how academic expectations can be raised and programs and lessons which are meaningful can be implemented to prepare students for tomorrow's world.

Why is this important?

Aligning the instructional program district wide both vertically (the entire Pre-K - 12 continuum) and horizontally (within grade levels) is the key to instructional excellence. Instructional alignment brings the entire system, from classroom to support to extracurricular, into a focused effort to attain a rigorous academic experience in which all students excel, and which raises academic achievement for all.

What we will do to address this focus area:

- Systemically measure, analyze, and act upon student learning data.
 - Create leadership teams and content aligned teams to analyze data. Teams will create learning targets and pathways to achieve increases in academic achievement, revisiting progress with aligned short-cycle assessments or common formative assessments every 30-60-90 days.
- Commit time and resources for meaningful collaboration and high-quality professional development.
 - Create differentiated and purposeful PLC calendar at each school campus.
 - Invest in continued support for instructional coaching and feedback sessions.
- Provide high-quality educational opportunities in regards to course offerings.
- Increase the availability of higher-level course offering through:
 - Recruitment of staff highly qualified to teach upper level courses
 - Providing a variety of electives

What does this mean?

Public schools mean just that: schools funded by the public and provided for the children of the public- our parents and our community. As stakeholders in the success of the school system, parents and community play an important role in helping shape the school system and in the success of students enrolled in the Eunice Public Schools.

Why is this important?

Our children are the embodiment of our community. Effective partnerships involve extensive two-way communication between and among all parties. The important role parents play in their children's success in school is undeniable. The support the broader community provides the school district by way of funding and opportunities for students to experience the real world is also undeniable. The Eunice Public Schools is committed to building stronger and more effective partnerships with parents and the greater community in support of the success of every student.

What we will do to address this focus area:

- Increase family and community participation in the educational process and the life of the schools.
- Broaden our students' awareness of the responsibility to participate in their community.
- Develop stakeholders' abilities to demonstrate respectful behavior.

RECRUITING, RETAINING, AND DEVELOPING

What does this mean?

The Eunice Public Schools is committed to ensuring that every position is filled by the highest quality staff member. We are also committed to retaining these high-quality individuals for the benefit of each of our students. We also commit to continually develop the skills and competencies of each employee of the district.

Why is this important?

Research unequivocally demonstrates the positive relationship between teacher quality and student achievement. Excellent teachers are necessary for creating excellent learners. At the same time, every staff position in a school district is important in providing the very best for each learner—from counselor to instructional assistant, from cafeteria worker to custodian, all play key roles in school district excellence. Retention is important so that consistency can be built upon and the cost of extensive entry training can be avoided. All staff can continue to grow and develop, modeling continual learning as a value to be emulated by students.

What we will do to address this focus area:

- Implement a mentoring program integrated with a goal-oriented feedback system to provide performance feedback.
 - Create a support system utilizing instructional rounds where teachers spend time observing other teachers.
 - Provide a yearly stipend for mentor services.
 - Invest in continued Professional Development opportunities for all staff.
- Show appreciation via compensation and benefits by offering competitive salaries, COLA's when possible, and tuition reimbursements.
 - Work to recruit and hire from within since employees are already a good fit for the organization.
 - Provide housing opportunities for new staff when possible.

What does this mean?

The buildings, grounds, and related infrastructure that comprise the Eunice Public Schools require continuous quality maintenance and planned replacement of obsolescence

Why is this important?

A well-maintained, clean, and functional learning environment is a vital component of the educational process. An attractive classroom within a well-maintained building is an important component of educational success. The information technology infrastructure has emerged within the past decade as an equally critical element in an effective public-school system.

What we will do to address this focus area:

- Secure the necessary votes to support the replacement of Caton Middle School.
- Provide and maintain clean, equitable, and well-repaired facilities.
- Provide training and support as needed to maintenance staff in order to set high standards in maintaining attractive, clean, and functional facilities.
- Provide contract services to support district maintenance efforts.

What does this mean?

Public schools of New Mexico are funded primarily by resources from the state, in contrast to the funding processes in many other areas of the country. Equalization, however, does not prohibit the district from aggressively pursuing opportunities for improvement of state funding and the acquisition of specific targeted funding for projects to enhance the educational offerings of the Eunice Public Schools

Why is this important?

Targeted funding such as grants for special projects or the creation of foundational support for educational enhancement can improve the district. The Eunice Public Schools has the responsibility to be good stewards of the financial resources which are provided by the state and at the same time to advocate for additional resources which are needed.

What we will do to address this focus area:

- Plan and secure funding through traditional and alternative sources in order to provide state-of-the-art facilities, infrastructure, professional development, technology, and other capital projects.
- Provide relevant professional development in the area of technology to maximize data management and business continuity.
- Provide training on new initiatives as needed.
- Support Leadership opportunities for staff and students.

What does this mean?

The Eunice Public Schools is committed to consciously addressing all aspects of student and staff safety. We will undertake every process and mechanism available to ensure the safety of our students and staff.

Why is this important?

Recent tragedies in public schools across the nation have underscored the vital nature of this focus area. Planning for safety, training for safety, and building for safety has become an even more important requisite for a secure educational process to take place.

What we will do to address this focus area:

- Purchase two-way radios to be used throughout the district and on the transportation buses.
- Ensure all students, staff and community feel welcomed, engaged, and safe in our schools.
 - Remodel the entrance and office areas of the high school campus with a focus on enhanced safety of students and staff.
 - Create a partnership with local law enforcement agencies to provide a consistent presence on our school campuses.
 - Continually review visitation practices on each campus. Implement changes as needed to ensure the safety of students and staff.
 - Create a welcoming, engaging, and safe atmosphere.

What does this mean?

The Eunice Public Schools will work to assure a learning environment that is free from disruption. We intend to create an environment where expectations for student behavior are made clear, and where consequences for misbehavior are consistently applied in a firm but fair manner.

Why is this important?

The tone in the classroom, the tone on a campus, and the tone in the district are an integral part of academic excellence. An orderly learning environment is a requisite for student achievement. The relationship between behavioral expectations and the consequences for violating those expectations sets that tone. Respect will be expected and earned.

What we will do to address this focus area:

- Provide each campus with resources to support a positive learning environment.
- Build positive relationships with ALL students in advance of disciplining problems.
- Maintain positive high expectations for ALL students.
- Collaborate with local agencies and other stakeholders.

