



Strategic Plan

2025-2030



Letter from Superintendent



Dear Students, Families, Staff, and Community Partners,

Over the past two years, our district has listened deeply to the voices of our students, families, staff, and neighbors. Through this shared effort, we have developed a Strategic Plan rooted in our values, our history, and our collective hopes for our children's future. Today, we move from planning to action.

As we launch this Strategic Plan, I want to acknowledge the dedication that made this possible—specifically the SJSD Student Advisory Council and our pillar teams. Every conversation and perspective helped shape a vision that belongs to all of us. Our path forward is guided by two central pillars:

Unite and Engage Educate and Empower

This is a moment of both purpose and responsibility. While this plan sets our direction, the real work lies in the initiatives we implement, the partnerships we strengthen, and the daily actions that bring these pillars to life. Genuine progress will require persistence, reflection, and a steadfast commitment to one another.

As a district serving the proud Navajo Nation, the Ute Mountain Ute Tribe, and our pioneer, ranching, and mining communities, we move forward with profound respect for our traditions and our elders. This plan honors our heritage while challenging us to be intentional about our future.

Thank you for your leadership, your trust, and your partnership. Together, we will continue the vital work of uniting, engaging, educating, and empowering our community.

With respect and commitment,

Dr. Christine Fitzgerald
Dr. Christine Fitzgerald



Don Mose III



**MariAnell
Barton**



Colleen Benally



Ron Nielson



Lucille Cody

Mission, Vision and Values

Mission

San Juan School District's QUEST is to weave together critical knowledge, skills, and attitudes that will empower all students to lead meaningful lives, engage civically, and advocate for themselves and their communities.

Vision

UNITE to EMPOWER

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Rigor: The Pursuit of Excellence

Merge the wealth of knowledge from ancestral traditions with modern academic standards.



Relationships: The Heart of Community

Prioritize mentorship, intergenerational learning, and a deep respect for the "all my relations" philosophy.



Relevance: The Connection to Place

Engage with curricula that centers on the unique attributes of San Juan County and real-world applications.



Resilience: The Strength of the Land & People

Empower students to be "land-strong" and "heart-strong," capable of sustaining their culture and the unique communities that make San Juan County home for generations.

Pillar 1

Educate and Empower



We will educate and empower every student by equipping them with the knowledge, skills, and attitudes needed to thrive and succeed. Through data-informed instruction, authentic learning opportunities, and a focus on continuous growth we will celebrate academic progress and commit to raising achievement and preparing our students to lead meaningful lives.

Key Initiatives

We will



Create and implement a district-wide college and career readiness plan with developmentally appropriate postsecondary planning and exploration for all levels.



Implement a process for district-wide academic goal setting for each student in collaboration with their family and educators.



Students will complete a yearly cross-curricular project that actively works to improve their community.



Utilize data-informed instructional practices, choice in learning, and real-world application to inspire student curiosity and engagement in their learning.



Enhance the physical and social environments of our schools to ensure all students feel safe, respected, and valued.



Pillar 2



Unite and Engage

We will unite our district through a culture rooted in trust, transparency, and meaningful relationships by strengthening communication, deepening engagement, and fostering a sense of belonging and connection for all members of the San Juan School District community. Through clear communication and inclusive practices, we aim to ensure all members of our community are uplifted to feel valued and connected.

Key Initiatives

We will



Streamline communication, access to information, and transparency by redesigning the district and school websites to be more user-friendly, accessible, and consistent.



Deepen parent and family engagement through culturally sustaining and evidence based engagement menus and proven strategies tailored to diverse family needs.



Ensure district and school communications are timely, transparent, and responsive to the needs of our students, families, staff, and community members.



Recognize and celebrate the unique cultures, achievements, and contributions throughout our district, schools, and communities.



Increase meaningful input by creating regular and accessible opportunities for students, families, staff, and community members to share feedback used to shape district decisions.



Description of Strategic Planning Process

Our process by the numbers:



589

Survey responses from students, parents/guardians, community members, teachers, staff, administrators, and board members



10

Focus groups were conducted with students, staff, and parents



16

Consultation Sessions with the Strategic Planning Leadership Team



6

Development Sessions with the Strategic Planning Community Design Team



6

Community Feedback cycles, with recommendations



5

Formal School and Community Feedback opportunities



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