
Custer County C-1 Strategic Plan: 2026–2029

"Empowering Bobcats for a Life of Purpose and Impact"

I. Mission and Vision:

- **Mission:** To empower the whole student with the knowledge, skills, and character to lead a life of purpose and impact beyond graduation.
- **Vision:** To be a high-performing rural district that inspires community confidence and prepares every student to thrive in a global society.

II. Core Values

1. **The Whole Student:** We prioritize academic, social, emotional, and physical well-being.
2. **Healthy Relationships:** We believe strong connections between students, staff, and the community are the foundation of success.
3. **Continuous Learning:** We foster a culture of growth for both students and staff.
4. **Fiscal Transparency:** We remain committed to open, honest stewardship of community resources.

III. Strategic Pillars & Goals

Pillar 1: Student Excellence & The "Bobcat Portrait"

- **Goal:** Ensure all students graduate with a clear "Portrait of a Graduate" profile, identifying the specific knowledge and dispositions needed for post-secondary success.
- **Objectives:**
 - Expand **Career and Technical Education (CTE)** and concurrent enrollment opportunities to align with rural and modern workforce needs.
 - Implement high-quality, standards-aligned curriculum with a consistent 5-year review cycle.
 - Integrate financial literacy and "real-world" problem-solving across all grade levels.

Pillar 2: Safe, Positive & Inclusive Culture

Goal: Foster a welcoming school environment where every student feels safe, valued, and a sense of belonging.

- **Objectives:**
 - Utilize a **Multi-Tiered System of Support (MTSS)** that integrates mental health, behavioral support, and academic interventions.
 - Enhance school safety protocols through updated technology and trauma-informed crisis management training.
 - Promote student voice through regular leadership forums and feedback loops.

Pillar 3: Workforce & Operational Excellence

Goal: Recruit, develop, and retain high-quality staff while maintaining modern, efficient facilities.

- **Objectives:**
 - Develop a competitive compensation and recruitment strategy to attract diverse, effective educators to a rural setting.
 - Execute a long-term **Capital Construction & Maintenance Plan** to ensure facilities support 21st-century learning.
 - Maximize educational technology to bridge the "rural gap," ensuring equitable digital access for all students.

Pillar 4: Community & Family Engagement

- **Goal:** Strengthen the partnership between the school, families, and the Custer County community.
- **Objectives:**
 - Showcase student achievements through "showcase events" and community partnerships to build local pride.
 - Create a "Welcoming Environment" initiative that encourages parent and business volunteerism.
 - Provide transparent, multi-channel communication regarding district priorities and budget allocations.

IV. Success Indicators

- **Graduate Readiness:** Increase in the percentage of students earning industry certifications or college credits.
- **Climate & Culture:** Annual improvements in student and staff "Sense of Belonging" surveys.
- **Retention:** Reduction in staff turnover rates through professional development and support.
- **Financial Health:** Maintain a balanced budget while securing supplemental funding sources (grants/partnerships).