# Hays Lodgepole Public Schools
# Strategic Plan
# 2026

## Part I: Planning Horizon: Timeless
## Core Ideology of Hays Lodgepole Public Schools [1]

***Core Purpose***

Hays Lodgepole Public Schools prepares every student to be a confident leader and compassionate community member, equipped to thrive in an ever-changing world. We foster an environment where students cultivate positive self-esteem and act with honesty and empathy. Together, we empower our students to create meaningful connections and healthy families, embrace their cultural identities, and pursue their aspirations with resilience and determination, ensuring all students have the skills and mindset needed to succeed in all aspects of life.

***Core Values***

- **Culture** – We celebrate the cultural heritage of our students and families and encourage students to explore and find strength in their diverse identities. We nurture a school environment where every student can embrace their cultural identity and takes pride in their heritage.
- **Integrity** – We act with honesty and strong moral character in all our interactions, demonstrating accountability by taking responsibility for our actions and choices. We foster an environment where students can express themselves authentically and feel confident that their voices are heard and valued. Through modeling positive behaviors, high standards, and self-discipline, we empower students to develop critical life skills and become engaged, dependable members of the community.
- **Respect** –We honor the individuality of each student and staff member, creating a space where all feel valued and included. We expect kindness towards one another and encourage open dialogue, active listening, and appreciation for diverse perspectives, fostering a sense of belonging that enriches our school environment.
- **Accountability** – We take responsibility for our actions and choices. By fostering a culture of self-discipline, we empower students to develop critical life skills and become engaged, dependable members of the community.
- **Health** – We prioritize the physical, mental, social, and emotional well-being of students, staff, and families. We create a healthy school environment that encourages a commitment to learning and personal growth. Students are

[1] **Core Ideology** describes the school district's consistent identity that transcends all changes related to its relevant environment. It consists of two elements - **Core Purpose** - the school district's reason for being - and **Core Values** - essential and enduring principles that guide the school district.

empowered to make informed decisions that enhance their overall quality of life and foster resilience.

## Part II: Planning Horizon: 10-15 Years
## Envisioned Future of Hays Lodgepole Public Schools [2]

***Big Audacious Goal***

Hays Lodgepole School District empowers every student to be a resilient, respectful, and goal-oriented leader who embraces challenges, takes ownership of their actions, and thrives in a rapidly changing world. Through culturally inclusive education, strong community partnerships, and innovative learning opportunities, Hays Lodgepole Public Schools provides students opportunities for exposure to diverse places, peoples, and backgrounds and prepares them to walk confidently anywhere life takes them. Our school district is model of success and recognized statewide for positively impacting students.

***A Vivid Description of the Desired Future***

- High graduation rate
- Mastery of academic content and high reading and math proficiency
- Celebrate our cultural heritage
- Diversity of program and course offerings
- Strong extracurricular programs
- Students feel empowered and respect others
- Consistently high attendance
- High active parent and family involvement

***Key Barriers to our Intended Success in Achieving our Envisioned Future:***

- Limited local business network
- Anticipated lack of cultural sensitivity enforcement
- Challenges related to access to internet and technology connections
- Limited access for students to hands-on equipment and opportunities for CTE
- Limited parent and community involvement
- Teacher and staff burnout and engagement
- Uncertain funding streams, including Impact Aid
- Negative trends in community health regarding drug use
- Low student self-confindence, intrinsic motivation, and self regulation
- Inconsistent systems and expectations for students
- Challenging student behaivoral issues
- Limited access to healthcare access, funding, and supports

## Part III: Planning Horizon: 5 Years

[2] **Envisioned Future** conveys a concrete yet unrealized vision for the school district. It consists of a **Big Audacious Goal** - a clear and compelling catalyst that serves as a focal point for effort - and a **Vivid Description** - vibrant and engaging descriptions of what it will be like to achieve the big audacious goal.

## Goals and Strategic Outcomes[3]

***Goal 1***

**Academic Achievement:** Hays Lodgepole School District will improve student academic achievement by fostering a supportive and engaging learning environment that emphasizes consistent supportive relationships, enhanced elective offerings and career pathways, and active parent and community involvement.

*Strategic Outcomes*

- We will expand course options for students, including trades, career pathways, dual enrollment, electives, and life skills courses.
- We will prioritize developing partnerships with community organizations to create pathways for career technical education (CTE), dual enrollment opportunities, and military pathways ensuring alignment with industry needs and student interests.
- Strengthen elementary student engagement and achievement by expanding opportunities to celebrate accomplishments through ceremonies and recognition, enhancing access to extracurricular programs, and providing targeted academic supports while introducing early career exploration experiences.

***Goal 2***

**Teacher Recruitment and Retention:** Hays Lodgepole School District will prioritize teacher recruitment and retention by implementing comprehensive support systems, including competitive compensation, community integration, and professional development opportunities that foster a collaborative and motivating work environment.

*Strategic Outcomes*

- Address staffing shortages by implementing strategic recruitment efforts, including housing incentives, community integration for new teachers, and competitive compensation structures.
- Foster a supportive culture that prioritizes teacher engagement and retention through professional development opportunities, community involvement, and increased communication among staff, administration, and families.
- Create meaningful opportunities for staff involvement through school and community events, while developing additional incentives, such as partnerships with the Tribal Council, "grow your own" programs, and scholarship opportunities.

***Goal 3***

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[3] Goals represent areas in which the school district has explicitly stated the conditions or attributes it wants to achieve. These outcome statements define, "what will constitute future success." The achievement of each goal is intended to play an important part in moving the school district toward realization of its envisioned future.
Strategic Objectives flow from and are subsidiary to the Goals and provide direction and intended actions regarding how the school district will accomplish its articulated goals.

**Facilities and Resource Management:** We will enhance school facilities and resource management by prioritizing essential infrastructure improvements and identifying funding sources to ensure safe, well-maintained learning environments that support student success.

*Strategic Outcomes*

- Conduct a comprehensive assessment of facility needs and prioritize maintenance projects, especially concerning HVAC upgrades.
- Identify funding sources to support infrastructure improvements, ensuring that schools are conducive to learning and reflect pride in the community.
- Identify potential opportunities to develop additional staff housing.
- Improve outdoor student facilities, for example, improving the track and building a safe outdoor play space for elementary students.

# Appendix to the Strategic Plan
# Megatrends Analysis

***Assumptions Regarding the Relevant Future for Hays Lodgepole Public Schools***
In order to make progress toward our Envisioned Future, we must constantly anticipate the strategic factors likely to affect our ability to succeed and assess the implications of those factors. This process of building foresight about the future will help of Hays Lodgepole School District innovate and adapt to succeed in the face of barriers to our success. Periodic review and update of these factors will help ensure the ongoing relevance of our vision for the future and our efforts to achieve it.

**Demographics**

- Notable increase in drug use impacting families and community life
- Alcohol use remains significant in adults, but trending down in use among teens and young people
- Positive indicators that student development is improving in some parts of the community
- Trends of youth homelessness and increased challenges in intergenerational care of children
- Increasing student enrollment in elementary school, however, the number of students identified for special education services is growing
- Housing challenges and shortages persist across the area

**Business and Economic Climate**

- Education, health care, and tribal government remain the most consistent, well-paying jobs in the community
- Limited access to retail for residents
- Absence of a tax base impacts the ability to attract business
- Youth sports and community activities are important drivers for area

**Legislation and Regulation**

- Reliance on tribal courts for truancy enforcement or lack of enforcement raises systemic issues and challenges for the school district
- Uncertainty at the federal level regarding Impact Aid is a concern
- The need for school resource officers and access to funding is clear, there are numerous concerns regarding slow law enforcement response times and student safety
- Opportunity for greater education support and resources from the Tribal government
- Limited collaboration between the Tribe and school district

**Science and Technology**

- Limited access to technology for students and families

- Starting to create relationship with Department of Labor and Industry to expand partnership and trainings for better job opportunity

**Politics and Social Values**

- Recognition of the necessity for established schoolwide expectations
- There is a path for journeymen, there is a need to expand these opportunities
- Opening conversation regarding
- Providing culturally relevant instruction is expanding, but more is needed