Spearfish School District 40-2

2025-2030 Strategic Plan



The Spearfish School District's Strategic Plan serves as a roadmap for the district's future. It lays out the long-term vision for what the district aims to achieve, its core mission or purpose, and the values that guide our actions. This plan includes general, overarching goals and specific objectives designed to guide us towards improving student outcomes, operational efficiency, and community engagement over the next 3–5-year period. It focuses on key areas such as teaching and learning (e.g., curriculum development, instructional practices, student achievement), resource management (e.g., financial sustainability, facilities, technology), family and community engagement (e.g., partnerships, communication, support systems), and climate and culture (e.g., safety, inclusivity, positive relationships).

MISSION - *The way we define our purpose…*

Empowering All Students to Succeed in a Changing World.

VISION - *The way we envision success…*

In partnership with our community, the Spearfish School District prepares graduates who are respectful, responsible and engaged citizens. Through equitable access to high academics, social and applied learning, students are inspired to excel in college, careers and life.

GUIDING VALUES - *The way we make decisions…*

EQUITY— Equity means that all students have equal access to quality staff, courses, activities, services and resources based on their individual needs.

EXCELLENCE—Excellences means that students achieve at their highest potential and develop their capacity to succeed in educational and career pathways of their choice.

EMPOWERMENT—Empowerment means that students will gain the ability and the authority to make decisions in their own learning.

Focus Area: Teaching and Learning

Goal: The Spearfish School District will improve academic achievement in the areas of math, ELA, and science as measured by Acadience, SD Assessments, and ACT scores.

Objective 1: By the end of the 2025-2026 school year the Spearfish School District will improve student attendance by 1% and decrease chronic absenteeism by 1% each year as measured on the South Dakota public report card

Objective 2: By the end of the 2025-2026 school year -

- 80% of students in grades K-3 will meet or exceed the grade level Acadience reading composite score.
- 4th through 8th grade students will improve their performance on the SD State Assessments in English Language Arts and Mathematics, with the percentage of students scoring proficient or advanced increasing by 3 percentage points from their 2024-2025 cohort results.
- 5th & 8th grade students will score a minimum of 10 percentage points higher than the state average on the South Dakota Science Assessment.
- Spearfish High School students will achieve an average ACT score above the state average when tested in the Spring of 2026.

Focus Area: Resource Management

Goal: The Spearfish School District will optimize the allocation and utilization of financial, human, and physical resources to support priorities across the district to enhance student outcomes.

Objective 1: The Board will annually utilize a balanced approach to address declining revenue by implementing a combination of expenditure reductions and efficiencies.

Objective 2: The district will develop a competitive teacher hiring and retention strategy to ensure 100% of positions are filled with highly qualified teaching staff.

Objective 3: The District Master Facility Plan will undergo annual review and updates to align with District needs, priorities, and strategic fiscal resource allocation.

Objective 4: The district will provide ongoing professional development including the development of enhanced mentoring support for new staff and a comprehensive training program specifically for our para-professionals to be fully implemented by the start of the 2026-2027 school year.

Focus Area: Family and Community Engagement

Goal: Foster a culture of transparent, timely, and two-way communication that builds trust, strengthens community partnerships, and keeps all stakeholders informed and engaged in the district's success.

Objective 1: By fall 2026, Cognia surveys will indicate that 75% of respondents agree that our schools communicate effectively about the school's goals and activities.

Objective 2: By the end of the 2025- 2026 school year, the Spearfish School District will evaluate, identify, and implement a communication platform to celebrate and share the many great things happening throughout our schools with the community.

Focus Area: Climate and Culture

Goal: The Spearfish School District will cultivate a safe, supportive, and respectful learning and working environment that promotes the well-being, engagement, and success of all students and staff.

Objective 1: By the end of the 2025-2026 school year, 100% of certified staff will be trained on Professional Learning Communities and be provided consistent opportunities for collaboration.

Objective 2: Within the 2025-2026 school year, 100% of all buildings will complete emergency response drills on the five Standard Response Protocols as outlined in the District Emergency Operations Plan.