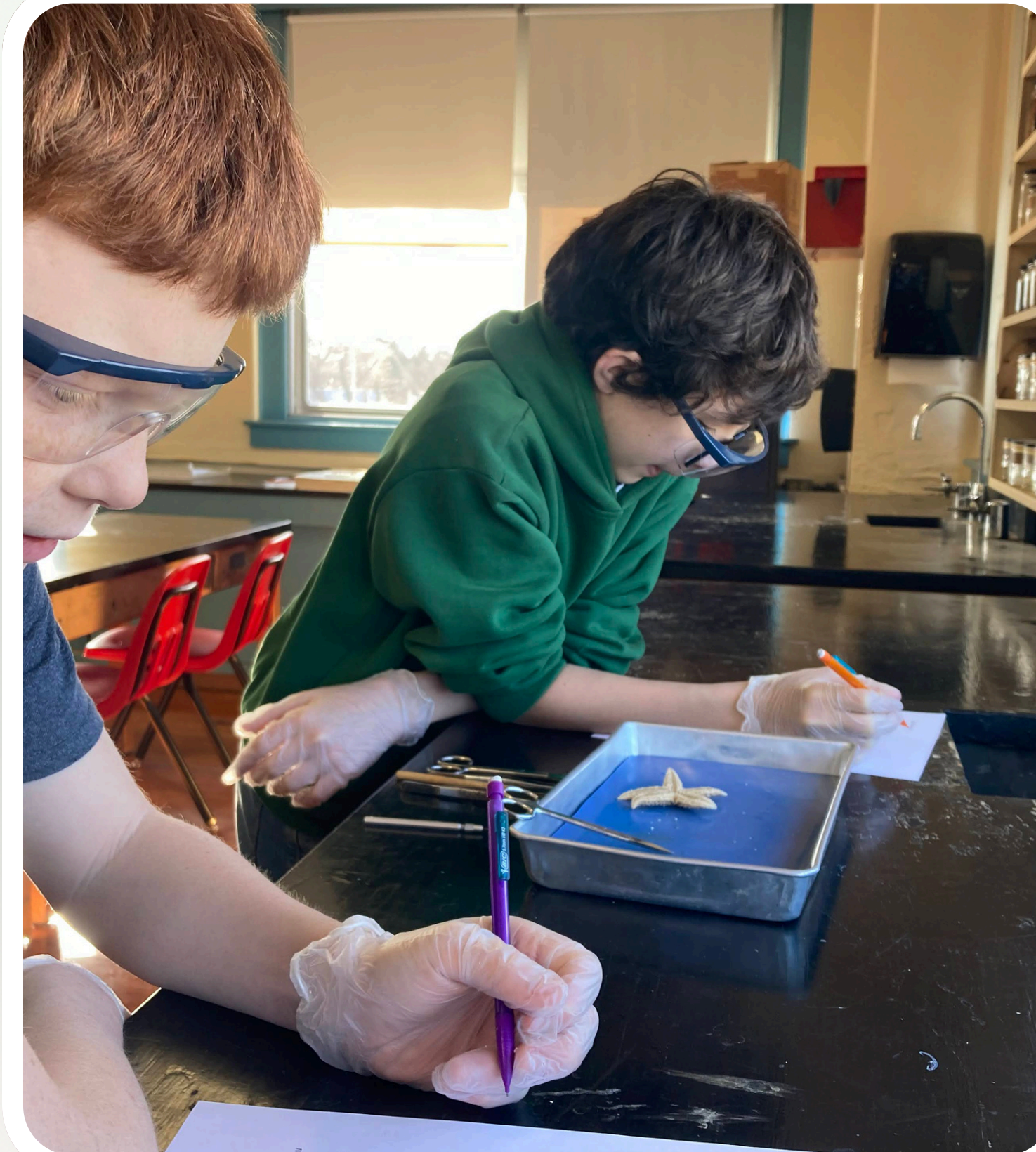SARGENT PUBLIC SCHOOLS

5 YEAR STRATEGIC PLAN

Dates: 2025 – 2030

Compiled by: White Oak Coaching + Consulting

TABLE OF CONTENTS

EXECUTIVE SUMMARY

In 2025, Sargent Public Schools partnered with a strategic planning consultant to create a five-year roadmap that reflects the district's identity, values, and future direction. This comprehensive process was rooted in community involvement, honest feedback, and a commitment to long-term excellence.

PHASE 1: DEFINING CORE VALUES AND MISSION

The process began with the Board of Education, who met to define the district's Core Values and Mission Statement. These foundational statements were crafted by board members with deep roots in the community, capturing the heart of what Sargent Public Schools stands for and why it exists. These statements are intended to serve as a guiding standard for current and future leaders, educators, students, and community members.

PHASE 2: STAKEHOLDER FEEDBACK

In the second phase, we gathered feedback from every major stakeholder group: Board members, teachers and staff, students, parents, and community members. Each participant provided input using the "Working, Broken, Missing, and Confusing" framework, ensuring consistency across focus groups. This approach allowed all voices to be heard and contributed to a rich understanding of current strengths and areas needing attention.

EXECUTIVE SUMMARY
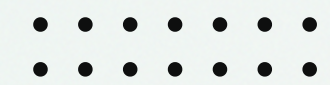
PHASE 3: Strategic Priorities and Vision Development

All feedback was carefully analyzed and synthesized into key themes. These themes were categorized, prioritized, and shaped into Strategic Priorities by the Board. For each priority, the Board defined a 5-Year Vision, a 3-Year Target, and a 1-Year Goal, along with identifying ownership and accountability. These goals are aligned with the district's mission and designed to create measurable progress over time.

NEXT STEPS: Implementation and Communication

With the strategic priorities in place, the district now moves into the implementation phase. This includes progress tracking, regular status updates, and clear communication to all stakeholders. This plan is not a document that sits on a shelf—it is a working guide to align decision-making and drive forward momentum.

This strategic plan is the result of a vision-driven, stakeholder-informed, and data-backed process. It represents Sargent Public Schools' deep commitment to clarity, unity, and continuous improvement.This plan equips Sargent Public Schools with direction, alignment, and purpose—ensuring that every decision, every initiative, and every investment contributes to a stronger future for students, staff, and the community.

VISION

WE ARE SARGENT

"We are proud of who we are, united by our community, and driven by purpose. With modern facilities, a strong curriculum, and a focus on leadership, we prepare every student for a successful future."

MISSION STATEMENT

Sargent Public Schools is committed to providing an education to prepare students to be productive and thrive in tomorrow's world.

CORE VALUES

1 STUDENTS FIRST
2 SARGENT STRONG
3 COMMUNITY SUPPORT
4 INVESTING IN THE FUTURE

KEY DEFINITIONS

STRATEGIC PLAN

The strategic plan is a culmination of our mission, core values, vision, and the strategic priorities that will make that vision a reality.

VISION STATEMENT

a clear and compelling declaration that describes the desired future state we aim to achieve and provides direction for where we are going.

STRATEGIC PRIORITY

The most important issues we will focus our time, energy, and resources on to bring our vision to life.

5 YEAR VISION

A vivid description of what each strategic priority will look like five years from now, providing long-range direction and inspiration.

3 YEAR TARGET

A concrete, measurable milestone to be reached within three years that marks clear progress toward the 5-year vision.

1 YEAR GOAL

A specific, actionable objective to be achieved in the next 12 months that advances the priority toward its 3-year target.

OWNER

The person responsible for a strategic priority, ensuring the roadmap is executed accurately and on time, and reporting progress to the board.

ROADMAP

A step-by-step plan that outlines the key milestones and timeline needed to move from where you are now to where you want to go.

MISSION

An intentionally crafted phrase that answers the question "Why do we exist?"—providing clarity and purpose to guide all actions and decisions.
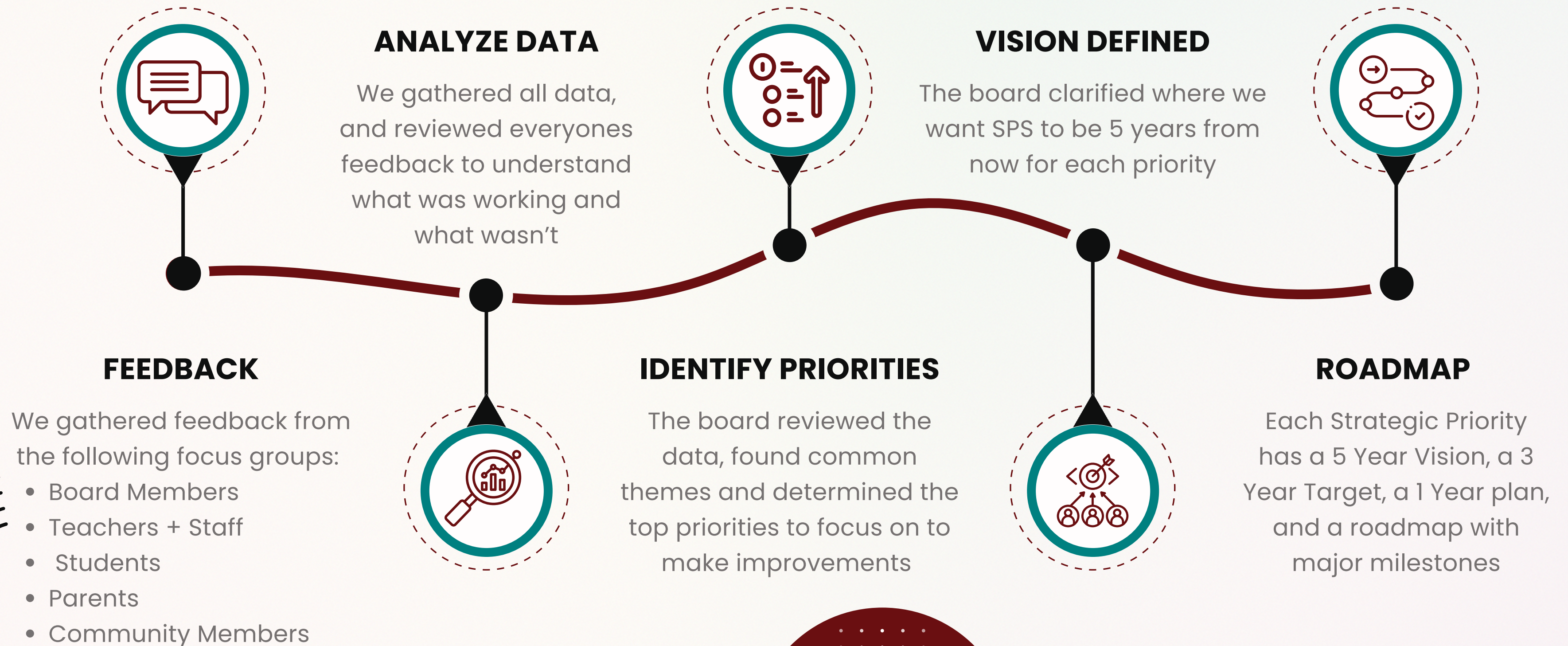
CORE VALUES

3–5 individualized, strategic words or phrases that define what we stand for and serve as guiding principles for how we think, act, and lead.

IDEAL OUTCOMES

A clear, present-tense statement that describes the desired end result of a role, responsibility, or project when it's being done with excellence.

STRATEGIC PLANNING PROCESS

FEEDBACK

We gathered feedback from the following focus groups:
- Board Members
- Teachers + Staff
- Students
- Parents
- Community Members

ANALYZE DATA

We gathered all data, and reviewed everyones feedback to understand what was working and what wasn't

IDENTIFY PRIORITIES

The board reviewed the data, found common themes and determined the top priorities to focus on to make improvements

VISION DEFINED

The board clarified where we want SPS to be 5 years from now for each priority

ROADMAP

Each Strategic Priority has a 5 Year Vision, a 3 Year Target, a 1 Year plan, and a roadmap with major milestones

WORKING, BROKEN, MISSING, CONFUSING ANALYSIS

WORKING:

Something that is functioning well and should be continued or built upon.

BROKEN:

Something that exists but is ineffective, problematic, or no longer serving its purpose.

W B
M C

MISSING:

Something that doesn't exist but is needed to support success or improvement.

CONFUSING:

Something that is unclear, inconsistent, or causes misunderstanding or frustration.

COMBINED FEEDBACK
What IS Working

WORKING	BOARD	STUDENTS	TEACHERS + STAFF	PARENTS
Social Media Communication	No Votes	No Votes	>5 Votes	
Administration Envolvment	>5 Votes	>5 Votes	>5 Votes	2-3 Votes
Communication	1 Vote		4-5 Votes	1 Vote
Community Support	1 Vote	2-3 Votes	4-5 Votes	No Votes
Staff	2-3 Votes	No Votes	4-5 Votes	
Activities Leadership	No Votes	4-5 Votes		
Superintendents	4-5 Votes	No Votes		1 Vote
Student Envolvment	No Votes	2-3 Votes	2-3 Votes	1 Vote
Board	2-3 Votes	No Votes		1 Vote
Paras	1 Vote	No Votes	2-3 Votes	
Students	2-3 Votes	No Votes		
Activities	1 Vote	2-3 Votes		
Sports	1 Vote	2-3 Votes		
Music	1 Vote	2-3 Votes		2-3 Votes
FBLA	1 Vote	1 Vote	1 Vote	1 Vote
College Courses Offered before Graduation			2-3 Votes	
Individualized Teaching		2-3 Votes		
Staff Fun Days			2-3 Votes	
Elementary Interventions			2-3 Votes	
Teachers	1 Vote	No Votes		
FFA	1 Vote	1 Vote	1 Vote	1 Vote
Lunch - Open Campus + Lunch program	1 Vote	1 Vote		1 Vote
Office	1 Vote	No Votes		
Elementary Activities		1 Vote		
Science Dept. Leadership		1 Vote		
Schedule		1 Vote		

COMBINED FEEDBACK
What IS Working

WORKING	BOARD	STUDENTS	TEACHERS + STAFF	PARENTS
Wolf Time		1 Vote		
New Student Welcome		1 Vote		
ESL - Translations are available		1 Vote	1 Vote	
HS Special Ed Support			1 Vote	
Teacher Input			1 Vote	
Updated Curriculum			1 Vote	
Students Caring about Other Students			1 Vote	
Grade Level and above readers			1 Vote	
High School Graduation Rate			1 Vote	
Exploration			1 Vote	
Working 1:1 with kids - Individualized Education			1 Vote	
Staff building			1 Vote	
Career Exploration Day			1 Vote	
CTSO's			1 Vote	
Robin in the office			1 Vote	
Not being micromanaged			1 Vote	
Care for the kids			1 Vote	
Caring			1 Vote	
Relationships with Students			1 Vote	
Lower elementary behavior improving			1 Vote	
Family first			1 Vote	
Student participation in extra curricular			1 Vote	
Teamwork			1 Vote	
Friendships			1 Vote	
Fine arts support			1 Vote	

COMBINED FEEDBACK
What IS Working

WORKING	BOARD	STUDENTS	TEACHERS + STAFF	PARENTS
Staff + Students relationshp building			1 Vote	
Online curriculum			1 Vote	
Academic Leadership			1 Vote	
Technology			1 Vote	
Staff is a supportive family			1 Vote	
Passion for teaching			1 Vote	
ADT for communication			1 Vote	
Working through adversity			1 Vote	
Environment - Teachers are dedicated to students			1 Vote	
1:1 Relationships with students			1 Vote	
Environment - atmospher of the school is good			1 Vote	
Community support through hardshipds			1 Vote	
Technology for kids			1 Vote	
Student teacher relationships			1 Vote	
Connections with our students			1 Vote	
Classroom Size				1 Vote
Pre-School in school				1 Vote
PE				1 Vote
Class Dojo				1 Vote

COMBINED FEEDBACK

What is NOT Working

NOT WORKING	BOARD	STUDENTS	TEACHERS + STAFF	PARENTS
Facilities	>5 Votes	4-5 Vo…	>5 Votes	>5 Votes
Curriculum	2-3 Vo…	2-3 Vo…	>5 Votes	2-3 Votes
Continuous Improvement	>5 Votes			
Co-op Plan	4-5 Vo…		2-3 Votes	
Growth	2-3 Vo…			
Feedback	>5 Votes			
Tech Support	1 Vote		2-3 Votes	
Day Care	>5 Votes		2-3 Votes	
Activities	2-3 Vo…			2-3 Votes
Housing for staff	1 Vote			
Math Department Leadership	No Votes	2-3 Vo…		
Student Respect	No Votes	2-3 Vo…		
ACT Prep	No Votes	4-5 Vo…		
Teacher Involvement down	No Votes	1 Vote		
Scheduling	No Votes	2-3 Vo…	4-5 Votes	1 Vote
Student Leadership/Respect	No Votes	2-3 Vo…	2-3 Votes	
Howl		2-3 Vo…		
Cell Phone Policy		2-3 Vo…	>5 Votes	
Subs		2-3 Vo…		
Discipline - Consistency			No Votes	>5 Votes
Parent Invovlement				1 Vote
Teacher/Student Relationship (Respect)				2-3 Votes
Wolf Time			1 Vote	1 Vote
Communication				1 Vote
Homework				1 Vote

COMBINED FEEDBACK
What is NOT Working

NOT WORKING	BOARD	STUDENTS	TEACHERS + STAFF	PARENTS
Instructional Challenges				1 Vote
Drug Testing				1 Vote
Teammates				1 Vote
Safety				1 Vote
Brand Identity	2-3 Vo…		1 Vote	1 Vote
Attendance Awards - Sick Policy				1 Vote
Faculty Culture			2-3 Votes	
Post Grad Direction			1 Vote	
Student Supports			2-3 Votes	
Accountability			2-3 Votes	
Written Expectations			>5 Votes	
Student Assessments			1 Vote	
Boosters			1 Vote	
Snacks			1 Vote	
PTA			1 Vote	
HS Assessment Data			1 Vote	
Teachers (7-12 Extra Core Subject Teachers - missing)			1 Vote	
New Teacher Orientation			2-3 Votes	
Teacher groups			1 Vote	
Rescources + Equipment			2-3 Votes	
Lunch - Open Campus			1 Vote	
Community Service			2-3 Votes	
Leadership			1 Vote	
Work release for Seniors - Not woking			1 Vote	
Independent Study - Structure			1 Vote	

STRATEGIC PRIORITIES

> **BRAND IDENTIFICATION**

We are proud of who we are, where we are going, what we stand for and make decisions in alignment with our brand identity.

> **COMMUNITY CONNECTION**

The school system and the community are in alignment with the direction of the district.

> **LEADERSHIP DEVELOPMENT**

All members of Sargent Public Schools are intentionally developing as a leader.

> **CURRICULUM**

Our curriculum consistently prepares our students for essential standards by June 2030

> **FACILITIES**

Our facilities are updated to provide a safe, attractive learning environment for our students, staff and community in alignment with our brand identity by June 2030

BRAND IDENTIFICATION ROADMAP

MILESTONE #2

Communicate and integrate new brand into the school and community

1 YEAR GOAL

By July 2026 we have defined and communicated who we are, where we are going and develop leaders to make decisions in alignment with where we are going

5 YEAR VISION

By July 2030 we are proud of who we are, where we are going, what we stand for and make decisions in alignment with our brand identity.

2025

2026

2028

2026

MILESTONE #1

Establish the Brand Identity for SPS

2025

MILESTONE #3

All language throughout the school and community is in alignment with the new brand

3 YEAR TARGET

By July 2028 we are confident in who we are, where we are going and confidently make decisions towards our goals

2030

STRATEGIC PRIORITY OWNER: BYRON OLSEN

CURRICULUM ROADMAP

MILESTONE #2

Develop a timeline for curriculum revision based on feedback from staff

1 YEAR GOAL

By June 2026 the curriculum revision process has been initiated

5 YEAR VISION

Our curriculum consistently prepares our students for essential standards by June 2030

2025

2026

2028

MILESTONE #1

Meet with staff to get feedback on what's working and what's not with current curriculum

2025

MILESTONE #3

Professional development implemented to assist staff with the curriculum revision process

2026

3 YEAR TARGET

By June 2028 the curriculum revision process is underway in all curricular subjects and assessments are being developed

2030

STRATEGIC PRIORITY OWNER: CORY GRINT

COMMUNITY CONNECTION ROADMAP

MILESTONE #2

Evaluate, improve and implement the marketing strategy

1 YEAR GOAL

By June 2026 the SPS Strategic Plan has been communicated to all stakeholders of SPS

5 YEAR VISION

By June 2030 the school system and the community are in alignment with the direction of the district.

2025

2026

2028

MILESTONE #1

The strategic plan is visible to all stakeholders

2025

MILESTONE #3

Gather continuous feedback from all stakeholders of SPS to continuously improve

2026

3 YEAR TARGET

The SPS stakeholders are consistently reminded of the strategic plan and are bought in contributing towards the vision

2030

STRATEGIC PRIORITY OWNER: CORY BERAN

FACILITIES ROADMAP

1 YEAR GOAL
By June 2026 the HVAC project is in progress, locker rooms have a plan in place, elementary bathrooms are completed and we have a plan for a wrestling facility

MILESTONE #2
Priority facilities projects have budgets and funding in place

5 YEAR VISION
Our facilities are updated to provide a safe, attractive learning environment for our students, staff and community in alignment with our brand identity by June 2030

2025

2026

2028

MILESTONE #1
Establish which facilities will be re-done in the next 5 years

2025

MILESTONE #3
Elementary bathrooms are updated and completed

2026

3 YEAR TARGET
The HVAC, locker rooms, elementary bathrooms and wrestling facilities are updated by June 2028

2030

STRATEGIC PRIORITY OWNER: BYRON OLSEN

LEADERSHIP DEVELOPMENT ROADMAP

2025

MILESTONE #2

Q2: Integrate & Model
(Oct–Dec 2025)

2026

1 YEAR GOAL

Leadership Development is an active part of the Sargent culture

2028

5 YEAR VISION

All members of Sargent Public Schools are intentionally developing leadership skills

MILESTONE #1

Q1: Define & Launch
(July–Sept 2025)

2025

MILESTONE #3

Q3: Reflect & Expand
(Jan–March 2026)

2026

3 YEAR TARGET

Leadership Development is an active part of the Sargent culture

2030

STRATEGIC PRIORITY OWNER: JAMIE SLINGSBY

NEXT STEPS

1. Communicate the strategic plan to all stakeholders
2. initiate progress on each strategic priority
3. Ensure that the designated owner of each priority provides consistent updates to the board.

PROGRESS + COMMUNICATION

Completing the status update template keeps the owner of the strategic priority aligned with the board. Regular updates ensure accountability, clear communication, and a strong connection between progress and strategic goals.

STRATEGIC PRIORITY STATUS UPDATE TEMPLATE

STATUS SUMMARY

- Haven't Started
- On Track
- At Risk
- Completed

WHAT WAS ACCOMPLISHED

- Major accomplishments or milestones completed since the last report.

BLOCKERS + CHALLENGES

- Any issues that are slowing progress or need leadership support.

NEXT STEPS

- Immediate upcoming actions or decisions.

CONCLUSION

Summary

After meeting with students, teachers, staff, parents, community members, and the board, we've listened closely to what matters most. Their voices have shaped a clear understanding of what's working well and what needs to improve. This feedback has been instrumental in identifying shared priorities and guiding the development of a focused, community-driven strategic plan for the future of Sargent Public Schools.

RECOMMENDATIONS

1. Consistently and frequently communicate the Vision, Mission and Core Values in the classroom, school and the community
2. Intentionally make decisions using the strategic plan as the guide for the direction
3. Evalute and improve the strategic plan on an annual basis
4. Develop new annual goals and roadmaps to maintain progress on the Vision