

SINTE GLESKA UNIVERSITY

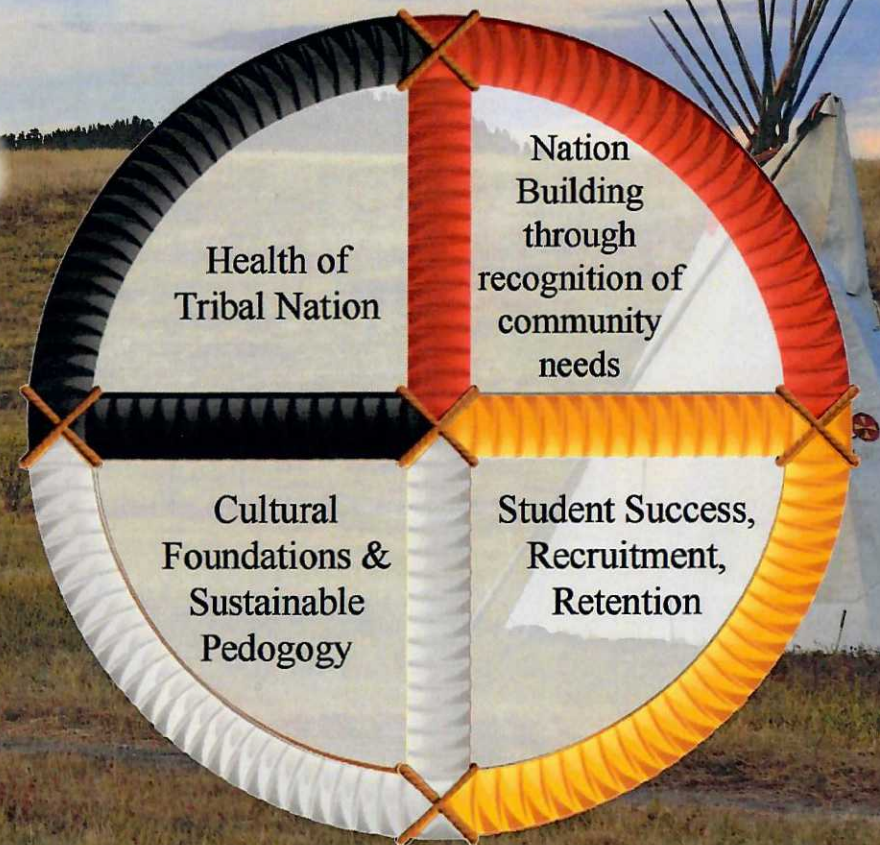
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2022-2027 Strategic Plan

Sinte Gleska University of the Sicangu Oyate builds a healthy, resilient tribal nation through Wolakota, self-determination, lifelong learning and visionary leadership.

Sinte Gleska University has developed a strategic plan for growth that focuses on the next five years with a vision of the next 50 years. The plan embraces the diverse and unique role of the university in the Sicangu Lakota Nation. The circle below is a depiction of our shared commitment to the future of Sinte Gleska University through four major areas of activity.

As we move into the future we will see expansion of our facilities, faculty and services. The tables in the following pages will explain how we hope to achieve growth in each of the four areas of work and give guidance for those who might join us in serving our students and the Sicangu Lakota Nation.



Sinte Gleska University					
2022-2027 Strategic Plan (9.21.22)					
Our Mission	Sinte Gleska University of the Sicangu Oyate builds a healthy, resilient tribal nation through Wolakota, self-determination, lifelong learning and visionary leadership.				
Our Goals*	Health of Tribal Nation	Nation Building Through Recognition of Community Needs	Student Success, Recruitment, Retention	Cultural Foundations & Sustainable Pedogogy	Facilities & Community Resources
Objectives	Beginning in academic year 2024-25, 10% of enrolled students will be utilizing physical and mental wellness services	Improve alumni database by identifying 60% of SGU graduates in our communities by 2024-25	Starting in academic year 2023-24, 10% of enrolled students will participate in co-curricular activities; this will increase each year, through 2025-26 (non-AIHEC)	By 2026-27, faculty (fulltime, part-time, and adjunct) will be 60% indigenous	Assess vacant positions and fill high priority jobs in 2022-23 and 2023-24; SGU will be fully staffed (faculty and non-faculty) by 2024-25
	Expand health career opportunities by developing two additional degree programs by 2024	By May of 2024, SGU will have trained 50% of local high school instructors in Lakota pedagogical approaches and strategies	Increase student enrollment (from local & surrounding communities) by 5% by 2024-25	Develop a process for 100% of SGU Faculty to teach from a cultural foundation by 2025	By December of 2022, SGU will complete a master facility plan that will reflect the growing and changing needs of our students and community
	Expand food sovereignty offerings by 25% each year till 2025	Develop and support at least four degree stacked certificate and AA programs through IOT by 2025 (culinary, welding, cement construction, maintenance tech, website design, marketing)	Beginning in 2023-24, increase successful student completion of English 101 and Math 120, on first attempt, by 20% per year	Develop the structure to assure that Sinte Gleska is the primary research institute for the study of the Sicangu Lakota by 2025	SGU's facilities will be maintained to provide maximum support of all programs and activities by 2025
		Develop and offer entrepreneur business development services	Develop and implement an academic program to improve student success and to meet community needs—including new degree programs, foundational studies, and a new Sicangu model of instruction	Create and sustain an on-going professional development process for all SGU faculty and staff beginning in 2023	

* Language concerning this plan is a bit tough for those who have been involved in Strategic Planning before. At the end of the second day, we broke the objective statements out into five categories. If we call these categories "Goals" then the objective statements give us measurable actions related to the goals. The Subsequent strategies that are embedded in the information under each of these objectives help clarify what we will do in "broad strokes". We then will need to develop action plans under each of the strategies.

Health of Tribal Nation	Beginning in academic year 2024-25, 10% of enrolled students will be utilizing physical and mental wellness services	Expand health career opportunities by developing two additional degree programs by 2024	Expand food sovereignty offerings by 25% each year till 2025
Strategies	Develop and implement a holistic wellness program, focused on mental, physical, and spiritual aspects of health	Build a facility and curriculum with "Native Eyes" for optometrist assistants	Develop Culinary Arts certificate by 2024-25
	Develop and implement an academic program to improve student success and to meet community needs – including new degree programs, foundational studies, and a new Sicangu model of instruction	Expand Nursing Program by 2025 to include RN/LPN and other nursing related degrees	Create "stackable" offerings in range management, welding/equipment repair and maintenance, and other Ag related degree programs by 2025
	Expand child care services to meet the needs of all SGU students and create agreements with two community programs to expand services by 2025		Strengthen community-based nutrition education through certificate awarding workshops in 50% of communities by 2024
	Expand TGKP mental health services by 50% by 2025		Increase community access to bison products by 30% each year

Recognition of Community Needs	Improve alumni database by identifying 60% of SGU graduates in our communities by 2024-25	By May of 2024, SGU will have trained 50% of local high school instructors in Lakota pedagogical approaches and strategies	Develop and support four degree stacked certificate and AA programs through IOT by 2025	Develop and offer entrepreneur business development services
Strategies	Develop and implement a community-based program to bring graduates into SGU and increase their involvement with the college; e.g., hosting alumni activities each year	Coordinate with local K-12 school districts to development and implement a staff development plan for high school teachers' adoption of Lakota-appropriate teaching methods	Develop Advisory Committees for four degree programs by May 2023	Create Sinte Gleska Entrepreneurship "campus" in Mission by 2025
		By May of 2024, SGU will have trained 50% of local high school instructors in Lakota pedagogical approaches and strategies	Hire faculty, create curriculum and launch four programs for IOT by 2025	Create cultural orientation and education through a Lakota tourism network that collaborates with tribal programs and other resources by 2025
		Coordinate with local K-12 school districts to development and implement a staff development plan for high school teachers' adoption of Lakota-appropriate teaching methods	Initiate a community outreach program to develop and manufacture Tribal housing prototypes with 3D printer technology	Develop the "Scott Bordeaux" Leadership Institute that will provide support and guidance to RST programs in the areas of Land Use Planning, Community Based youth and family recreation and creation of a Tribal Work-Force Development Plan by December of 2024

Student Success, Recruitment, Retention	Starting in academic year 2023-24, 10% of enrolled students will participate in co-curricular activities; this will increase each year, through 2025-26 (non-AIHEC)	Increase student enrollment (from local & surrounding communities) by 5% by 2024-25	Beginning in 2023-24, increase successful student completion of English 101 and Math 120, on first attempt, by 20% per year
Strategies	Develop and implement in local high schools a comprehensive recruitment program, including scholarships and hosted events	Develop and implement an academic program to improve student success and to meet community needs – including new degree programs, foundational studies, and a new Sicangu model of instruction	Expand the GED/ABE program for all surrounding communities
		Conduct community listening sessions in each community by 2024 to determine desired degree offerings from the communities	Develop and implement an academic program to improve student success and to meet community needs – including new degree programs, foundational studies, and a new Sicangu model of instruction
		Expand degree offerings by 20% based on community input into desired degrees by 2025	Conduct professional development activities in four "feeder" schools each year through 2025
		Increase female student count into the trades program by 3% by 2024-2025	Build a mobile GED classroom by 2024 for students in remote communities
		Expand early entry classes for High School Students at four area high schools	Update GED Sites in Gregory and Winner to include "Zoom Classroom" equipment and develop an additional site in St. Francis by 2025
		Develop stronger ties with Lower Brule Community College and Ianktowan Community College by expanding enrollment into SGU four year and graduate degree programs by 2024	

Cultural Foundations & Sustainable Pedogogy	By 2026-27, faculty (fulltime, part-time, and adjunct) will be 60% indigenous	Develop the structure to assure that Sinte Gleska is the primary research institute for the study of the Sicangu Lakota by 2025	Create and sustain an on-going professional development process for all SGU faculty and staff beginning in 2023
Strategies	Develop and implement a comprehensive Human Resources program, utilizing in-house and contracted resources, for hiring, updating job descriptions, and revising personnel evaluation systems	Construct and staff a new Library/Archives/Cultural Center that provides access to and adequate growth of primary source collections, access to museum quality collections and current information sources by 2025	All faculty and staff will collaborate with their supervisors to develop an annual professional development plan that will lead to 80% of all faculty receiving a certificate in Lakota Studies by the fourth year of employment with SGU
	Develop and implement a community-based program to bring graduates into SGU and increase their involvement with the college; e.g., hosting alumni activities each year	Expand Lakota Studies by four faculty members by 2025	Assure all IOT Faculty have achieved CTE Industry Certifications by 2023 appropriate to their area of instruction
		Develop the Institute for Indigenous Teaching by May of 2023 to provide support to SGU, local K-12 schools and other interested organizations	

Facilities	Assess vacant positions and fill high priority jobs in 2022-23 and 2023-24; SGU will be fully staffed	By March 30, 2023, SGU will complete a master facility plan that will reflect the growing and changing needs of our	SGU's facilities will be maintained to provide maximum support of all programs and activities by 2025
Strategies	Develop and implement a comprehensive Human Resources program, utilizing in-house and contracted resources, for hiring, updating job descriptions, and revising personnel evaluation systems	In concert with a qualified architect/planning firm, complete an assessment of current buildings and develop recommendations for renovation and/or new construction	Each year a building assessment will be completed and utilized to guide the maintenance department with building repairs and maintenance needs
		Collaborate with Library/Archives/Art Institute Staff to create a comprehensive facility by 2025	Expand Physical facilities for the SGU Equine Therapy Program (e.g. indoor barn, arena, lodging for specialists)
		Create and expand space for Mission Entrepreneurial Campus	Include in all Master Facilities Planning the inclusion integrated renewable energy systems with the goal of SGU reaching net carbon neutrality by 2024 and become a net producer of energy for the adjacent community and EV vehicles by 2025
		"Modernize" student learning spaces and create space for collaborations between faculty and students by 2025	