

Toward SGU's Strategic Plan - Seven Action Steps

Action step number 1: "Tokatakiya Okolakiciye" is formed:

- A) 7 or more members, including the following constituents: senior administrator, faculty member, student, department chair, community member, staff member
- B) Provides charge identifying scope, longevity, and benchmarks for the okolakiciye
- C) Specifies relationship of Tokatakiya Okolakiciye to other elements of SGU governance
- D) Designates individual from administration with responsibility for facilitating work and informing all stakeholders about its status

Action step number 2: Tokatakiya Okolakiciye reviews foundation documents, particularly Sinte Gleska Mission, Values, and Vision, with reference to A, B, and C below:

A. Why does SGU exist? SGU's Mission explains why the university exists and describes its essential purpose.

"Sinte Gleska University provides a model for Indian-controlled education. It is an institution governed by people rooted to the reservation and culture, concerned about the future, and willing to work to see the institution grow. It provides each Lakota person the opportunity to pursue an education and does so in a way that is relevant to career and personal needs. Sinte Gleska University graduates will help determine the future development and direction of the Tribe and its institutions. The mission of Sinte Gleska University is to plan, design, implement and assess post-secondary programs and other educational resources uniquely appropriate to the Lakota people in order to facilitate individual development and tribal autonomy." (SGU Catalog 2013-2015, p. 13)

B. How are SGU employees expected to act? SGU's Values define the rules for behavior. They are guides for how the Mission should be carried out.

- woohitika (bravery),
- wacantognaka (generosity),
- woksape (wisdom), and
- wowacintanka (fortitude) (SGU Catalog 2013-2015, p, 15)

C. What does SGU seek to achieve in the future? The Vision is a statement about what SGU aspires to become:

"In its goal to promote sovereignty and self-determination, Sinte Gleska University has adopted as its vision the seven basic criteria which the United Nations uses to define a sovereign nation.

1. Land—Sinte Gleska University works to teach people about Otiwota, their homeland, the place of their birth, the place where spirits return.

2. Language—Preserving and perpetuating the Lakota language has been a standing goal of the Sicangu Lakota Nation and at Sinte Gleska University.

3. Spirituality—We demonstrate our spirituality through prayer and ceremony, song and dance, and our emphasis on relationship, respect and reciprocity.

4. Leadership—The University reflects the cultural heritage of our ancestors and the traditional virtues of woohitika (bravery), wacantognaka (generosity), woksape (wisdom), and wowacintanka (fortitude), which help form our Lakota universe. Within the context of those cultural and traditional values, the University's Board, administration, staff and students are encouraged to provide classroom-based, community-based and regional and national leadership.

5. Social Systems—At its most basic level, the University is a reflection of tribal social structures. It is representative of community based tribal leadership, traditional (tribal) educational systems and family support systems.

6. Economic Systems—Sinte Gleska University has begun to play an increasing role in the development of economic activity on the Reservation. The University works to develop individuals who are mindful of tribal economic systems and who will contribute to the overall improvement of the tribal nations.

7. Governance Systems—The University emphasizes the development of tribal self-governance and self-determination in its academic and community programs and through its support of tribal goals and entities (SGU Catalog, 2013-15, p. 15).”

Action Step Number 3: Okolakiciye identifies stakeholders and specifies their interests.

Identify all stakeholders. Create short statements that describe each of their interests (students, community members, faculty, staff, board members, accreditors, and others). Include both internal and external stakeholders. Consult Founders’ week agendas and input.

Action Step Number 4. Okolakiciye conducts SWOT analysis, and identifies:

- A) Strengths: attributes of SGU that help us accomplish our mission;
- B) Weaknesses: keep us from accomplishing our mission and realizing our vision
- C) Opportunities: potential avenues open to SGU that could help the university achieve its vision;
- D) Threats: conditions in the external environment that jeopardize the ability of SGU to carry out its mission.

Action Step Number 5. Okolakiciye identifies Strategic Priorities

The okolakiciye identifies priorities and links them to the SWOT analysis, summarizing them and rating them. The summary, discussion, and SWOT are distributed university wide. Stakeholder meetings and online forums provide opportunity for discussion, input, and further consideration.

Action Step Number 6: Okolakiciye develops Goal statements

Goals, defined as those things that are sought after are specified. Goals are based on Strategic Priorities and input from stakeholder meetings. Documentation of other input, including Founders' Day notes, become part of the record kept by the Okolakiciye in an electronic file accessible to all employees on the website.

Action Step Number 7. Okolakiciye formulates Action Plan

Action plan details how goals will be achieved. The plan, laid out on a spreadsheet on Google Sheets and accessible to the public, will include objectives, action steps, measurement, resources (financial, physical, human, spiritual) position(s) responsible for actions, and timeline. A review process, conducted quarterly will also be specified.