

# EDUCATION Goals and Objectives

<p><b>Goal One:</b> Ensure educational approaches are reflective of Menominee ways and needs.</p>
<p><b>Objective One:</b> Form a cohesive Education workgroup (Tribal Education Association, for example) of relevant partners to include all areas of education, students, and community members.</p>
<p><b>Objective Two:</b> Review recommendations made by the workgroup to identify priorities and feasibility.</p>
<p><b>Objective Three:</b> Establish a mission and vision to define an educational path for Tribal youth that aligns with existing educational programs to guide the decision-making process for the Education workgroup. [include all types of professions, i.e., environmental services, healthcare, law enforcement, etc.]</p>
<p><b>Objective Four:</b> Incorporate Education workgroup plans into existing workgroups/planning efforts; identify short-term and long-range concepts.</p>
<p><b>Objective Five:</b> Encourage participation by MTL in the ongoing work of the Education workgroup; incorporate feedback from the workgroup to be shared with the LET Committee.</p>
<p><b>Goal Two:</b> Hire and retain highly qualified teachers in every classroom.</p>
<p><b>Objective One:</b> Conduct a needs assessment to identify gaps in the process for onboarding teachers, identify teaching needs, and evaluate the current condition/process.</p>
<p><b>Objective Two:</b> Lobby to find alternative competencies that would address licensing barriers at the state level for some would-be teachers. For example, alternatives to the FORT.</p>
<p><b>Objective Three:</b> Create efficiencies in the Tribal HR hiring and retention process for Education; look more closely at the number of postings, the time it takes for fingerprinting, conducting background checks, etc.</p>
<p><b>Objective Four:</b> Create a succession plan to identify the ongoing and future needs of teachers and school staff.</p>
<p><b>Goal Three:</b> Define and implement strategies to enhance student success.</p>
<p><b>Objective One:</b> Develop a tribal-wide consensus on a “culture of success” to include: academics, attendance, social/emotional, interpersonal skills, re-framing neurodiversity, and other soft skills. Observe what other districts and schools are doing successfully.</p>
<p><b>Objective Two:</b> Expand curricular offerings at all levels to include the Montessori concept, STEAM, inquiry-based and project-based learning, land-based learning, immersion, and other high-interest, high-impact activities.</p>
<p><b>Objective Three:</b> Develop a shared understanding of the Wisconsin Department of Public Instruction (WDPI)’s Academic Career Planning resources and develop a plan for implementation within the community.</p>
<p><b>Objective Four:</b> Gather data from new and existing surveys and sources pertaining to youth and education. Use results from surveys as a guide when making decisions for the Tribal community (education-related).</p>
<p><b>Objective Five:</b> Increase job training, job fairs, internships, etc. to increase the number of Tribal members working for the Tribe. This would include health care, environmental services, law enforcement, teaching, etc.</p>

**Objective Six:** Expand and formalize a plan to promote incentives and a process for tribal members to return to the Reservation and work for the Tribe (i.e., work for the Tribe for a given number of years in exchange for loan forgiveness).

**Objective Seven:** Identify ways to recognize and support \*individual needs/abilities as strengths; rethink the approach to working with youth and employees (Reframe the approach to working with special needs/disabilities as a positive instead of a negative). \*Look at different wording.

NOTES: