

2025-2026

Theodore Jamerson
Elementary School

Strategic Plan



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Understanding the Process..

Terms:

Goals- What we aspire to accomplish

Critical Initiatives- The process we aim to take to meet our goals

Key Measures- Data and information we can collect to review if we are on the right track to meet our goal and how successful our initiatives are in the process

Leadership:

Principal- Amy DeWitt, PhD

UTTC President- Leander McDonald, PhD

UTTC Board of Directors

BOD Chairman-Chairman Jamie Azure

Vice Chair-Chairman J. Garret Renville

Secretary-Councilwoman ReNa Little-Lohnes

Treasurer-Councilman Charles Walker

Chairwoman Lonna Jackson-Street

Councilman Gabriel Kampeska

Chairwoman Janet Alkire

Chairman Mark Fox

Councilman Mervin Packineau

Councilman Chad Counts

Overview

TJES proudly serves Native American students in grades K through 5 in the Bismarck-Mandan area. Our school was started in 1973, when Theodore Jamerson, known as “Tiny Bud,” realized a need to serve the children of students enrolled at United Tribes Technical College (UTTC). Our campus has grown and expanded over the years, but we remain committed to providing students a world-class education, rooted in Native American values. We continue to serve the children of UTTC students, but our doors are open to all Native American families in our community.



Enrollment Totals

104

22-23

114

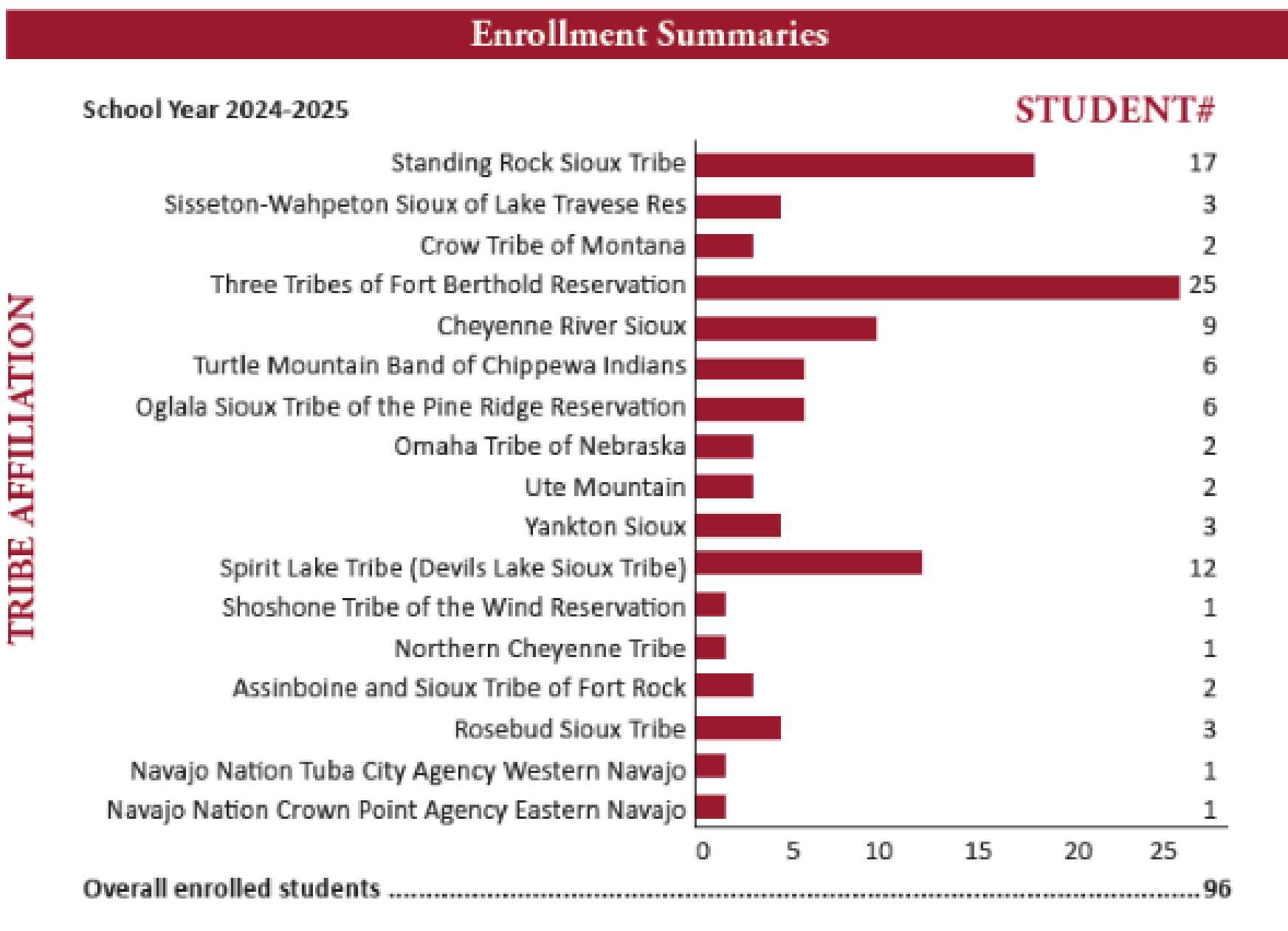
23-24

116

24-25

Demographics

School Year	Annual Special Ed Enrollment	Non-Categorical Delay	Autism	Specific Learning Disability	Speech/Language	Other Health Impaired	Emotional Disturbance	Intellectual Disability	Hearing Impaired
24/25	30	11	5	6	7	1			
23/24	31	8	2	13	5	2	1		
22/23	25	8	3	8	3	1		2	
21/22	8	2	1	1	4				
20/21	20	5	2	7	6				
19/20	35	9	3	13	6			2	1



ENROLLMENT BY GENDER

GRADES	FEMALE	MALE	TOTAL
PREK	4	3	7
JRK	6	4	10
KG	9	12	21
1	7	6	13
2	2	2	4
3	4	6	10
4	9	8	17
5	4	7	11
Combined Total	45	48	93

Mission & Vision

The Theodore Jamerson Elementary School family provides superior education while nurturing the whole child.

We are here to prepare children to be successful citizens in a diverse world.



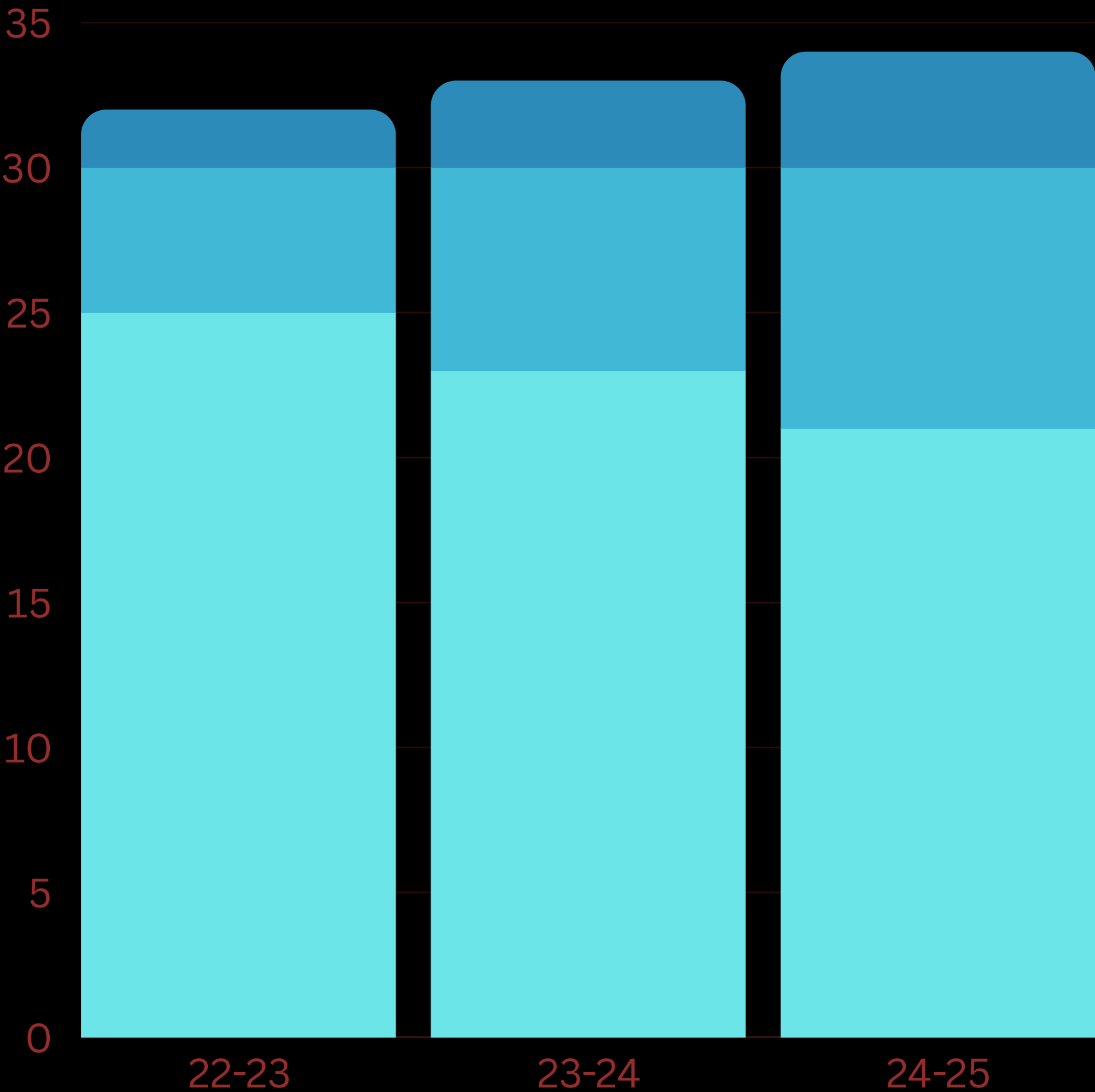


Values

- Integrity
- Engagement
- Diversity
- Innovation
- Transparency
- Professionalism

Highly Qualified Faculty

● Bachelor's ● Master's ● Specialist



Goal #1 *Accommodating to Meet Student Needs*

Critical Initiatives:

TJES aims to ensure that all students have access to viable and research-based curriculum for learning.

All students at TJES will receive services through multi-tiered system of supports (MTSS) and have focused intervention on specific skill gaps to meet student needs. Parents are notified with explanations of which tier students are at and progress reports for growth.

Key Measures:

- Student progress monitoring scores (NWEA MAPS, DIBELS, and Acadience) will show growth in 90% of student scores
- PLC & MTSS meeting notes will be documented to track student progress and intervention techniques utilized
- Student surveys will be done twice annually to document student perceptions of intervention strategies implemented and reviewed with staff



Goal #2

Native Language and Culture Expansion Program

Critical Initiatives:

TJES will develop a learning plan for student instruction that will include all tribal entities to be represented, including with Native Language Learning classes.

All staff of TJES will participate in training that pertain to our student populations' culture to aid in instruction and relationship building.

Key Measures:

- The Culture & Climate Committee will create a curriculum map for NLL & Culture classes
- Teacher observations will verify Native American culture is present in all classrooms
- Stakeholders will be invited to host PD for TJES staff



Goal #3

Attendance rates will improve with minimal unexcused absences

Critical Initiatives:

TJES will work with the Positive Behavior Intervention Strategy (PBIS) Committee to increase student and family recognition for low attendance concerns

TJES will increase family involvement through community centered activities and events that include sensory, academic, and cultural focuses

TJES will enforce the Stay in School Program procedures for all family members

Key Measures:

- Monthly attendance reports will be at 93%
- Stay in School participation will drop to 10%
- Family Nights will have 20% increase in involvement



Goal #4

Educators will participate in professional development that is supportive to their needs

Critical Initiatives:

Training opportunities provided will be meaningful to the staff of TJES and their student population

Educators will be provided with follow-up support related to training material and topics after completion

Key Measures:

- Staff surveys will be completed at 100% participation and utilized to determine training topics, and improvement of support provided
- Faculty observations will show lessons and initiatives being taught with fidelity
- Accountability measures will be in place



Goal #5 *TJES will provide a safe, functional learning environment for all staff and students*

Critical Initiatives:

TJES Campus is comprised of 9 buildings varying in size and age. These buildings will be updated inside and outside for student and staff comfort & safety.

TJES Campus will have new landscaping completed and maintained for exterior improvement

TJES will develop and train stakeholders on safety processes and procedures

Key Measures:

- Safety inspections will be completed regularly, kept up to date, and readily available for review
- All campus updates will be documented through MAXIMO and kept for review



The Team

Theodore Jamerson Elementary

ORGANIZATIONAL STRUCTURE

