



Kodiak Island Borough School District Strategic Plan 2018-2021

KIBSD's Strategic Planning Model

The following strategic plan was developed by a wide variety of KIBSD customers including staff, parents, administrators, and community partners.

The KIBSD strategic plan has been developed for the purpose of identifying where our focus is to be based on short and long term goals identified by the Board of Education and our stakeholders.

This KIBSD strategic plan has been developed through a committee process. This committee was comprised of over 70 members and two meetings.

Once approved by the Board of Education, the strategic plan will be our guide for the next 3 years. It will be updated annually; accomplishments will be shared with our stakeholders through Board of Education updates, community informational brochures, the website, and individual conversations. Feedback will be gathered from our stakeholders using surveys, Board of Education meetings, work sessions, staff meetings, administrative meetings, PTA meetings, Advisory School Board meetings, and many individual conversations with internal and external stakeholders including students, parents, staff and community.

KIBSD is always looking for ways to improve services for our students and with this in mind we value, invite, and appreciate your participation in this ongoing process of continuous improvement for education in our island community.

Philosophy of Education Kindergarten Through Twelfth Grade

The Kodiak Island Borough School District has a compelling obligation to be responsive to the needs of our community and society.

The members of the Kodiak Island Borough School District Governing Board establish policy, hire personnel, develop annual budgets, and plan facilities needed to implement a successful public school program.

The Kodiak Island Borough School District respects the educational right of each student and is charged with providing the best possible cost-effective program for all students. Our emphasis is placed on excellence that seeks to instill a desire to keep learning, to be self-motivated and self-disciplined and to believe in one's self-worth.

Beliefs:

1. The first and foremost consideration of the educational process is the student.
2. The educational environment must be caring, healthy, safe, non-disruptive, and non-biased.
3. The school is an integral part of the community and the community is an integral part of the school.
4. All students are capable of learning and must have the opportunity to learn,
5. Families are their children's primary teachers and must be actively involved in education.
6. The educational process must value and respect human diversity and the multicultural communities it serves.
7. Our communities must be active in educational funding and spending.
8. Excellence in schools must be developed through high standards and high expectations.
9. Students must demonstrate achievement of District-approved standards to graduate.
10. Students need opportunities to experience success and to build self-esteem.
11. Success of students is measured in a variety of ways.

Vision:

Kodiak Island Borough School District is a safe, disciplined, and productive environment where students and adults are meaningfully engaged in learning. Our culturally diverse population is viewed as a strength with a spirit of equity, cooperation, and respect fills our school communities. Our curriculum design and instructional practices enhance our ability to connect academic learning to the work place. All our schools are equipped with the necessary technology, human resources, and materials for academic success.

Our graduates experience success and are academically prepared to take advantage of choices in a changing society. They work collaboratively, are technologically literate and have a passion for lifelong learning.

Our parents experience satisfaction due to the progress of their children. They work cooperatively with school personnel to establish goals and priorities. They feel welcomed and valued as partners in the educational process.

Our staff experiences a sense of accomplishment and is held in high esteem. They work collaboratively, are competent, effective, and committed to professional growth. They are positive role models to our youth.

Our community takes pride in Kodiak Island Borough School District as an organization where everyone is committed to quality education for all students. We are acknowledged as a premier educational system, and the community readily partners with us in a spirit of respect and support.

Mission Statement:

The Kodiak Island Borough School District, in close cooperation with our diverse island community, exists to provide an educational program of the highest standard that empowers all students to achieve personal and academic excellence while developing their full potential as responsible, productive citizens.

Brand:

Engaged in Learning. Prepared for Life.

KIBSD Student Learning Expectations

KIBSD students will gain broad and in-depth skills and knowledge through participation in a guaranteed and viable curriculum, offered within a research-based framework of teaching and learning. This framework will ensure learners are Engaged in Learning and Prepared for life.

Students will be Engaged in Learning through:

1. A mastery approach
 - a. Transparent standards and proficiency scales drive instruction and track progress.
 - b. K-12 progression of knowledge – scope and sequence
 - c. Progress monitoring leading to a celebration of growth, reflection on areas of struggle, and success
 - d. Data driven approach to guide instruction and learning
2. Integrated learning opportunities
 - a. Cross-content integration
 - b. Technology integration
 - c. Arts and culture integration
 - d. Social-Emotional Learning
3. Learner-centered culture supports.....
 - a. Equitable opportunities for all
 - b. A community of adult and student learners
 - c. A safe learning environment
 - d. Voice and choice
 - e. Variety and flexibility in learning

Students will be Prepared for Life by:

1. Developing and supporting self-sustaining learners
 - a. Learning is facilitated
 - b. Instructional planning is scaffolded and progressive (access prior knowledge –introduce-practice-apply-deepen)
 - c. Learning process is known, applied, and discussed
 - d. Reflective practices are fostered
2. Fostering Critical and Creative thinking
 - a. Meaningful and interesting tasks are implemented with a problem-based approach
 - b. Recognize that learning requires an application of knowledge
 - c. Questioning, problem-solving and critical thinking strategies are taught, practiced, and applied to a variety of problems in various contexts/perspectives
3. Building a Toolbox for Success.
 - a. A growth mindset is fostered for all learners across content areas
 - b. 21st Century skills (college and career readiness skills) and Values are taught, practiced, and applied
 - c. Collaborative learning with a focus on effective communication and life skills
 - d. Perseverance and Excellence celebrated

ALASKA'S *Education* CHALLENGE



Strategic Priorities, Recommendations & Commitments Crosswalk

<p>Priority: Amplify student learning</p>	<p>Recommendation: Identify and articulate the knowledge, skills, and behavioral attributes necessary for all preschool through post-secondary students to succeed in a rapidly changing world, while valuing cultural and traditional knowledge, civic responsibility, and student interests, passions, and goals.</p>	<p>Recommendation: Ensure equity of access to high quality learning experiences for all students, preschool through post-secondary, and use a variety of culturally appropriate methods and multiple measures to identify successes, mitigate underperformance, and accelerate student achievement.</p>	<p>Recommendation: Make learning student-centered, ensuring that instruction and curricula are relevant, experiential, culturally responsive, and interest-based for all preschool through post-secondary students.</p>
<p>Priority: Ensure excellent educators</p>	<p>Recommendation: Create rigorous cohort-based professional learning academies based on best practices for preservice, new-to-Alaska, new-to-teaching, and career-changing educator candidates to develop Alaska-specific skills.</p>	<p>Recommendation: Grow education leadership through an educator leadership grant program.</p>	<p>Recommendation: Triple the number of National Board Certified Teachers (NBCTs) in Alaska, and specifically increase the number of NBCTs in hard-to-staff schools and districts, both through the provision of salary incentives.</p>
<p>Priority: Modernize the education system</p>	<p>Recommendation: Establish a systemic foundation for personalized student learning and consistent excellence.</p>	<p>Recommendation: Expedite the dollars, expertise, and other assets necessary to enable modernization.</p>	<p>Recommendation: Facilitate deep systemic collaboration and alignment to ensure effectiveness, efficiency, and innovation.</p>
<p>Priority: Inspire tribal and community ownership of educational excellence</p>	<p>Recommendation: Create the option for self-governance compacting for the delivery of education between the State of Alaska and Tribes or tribally-empowered Alaska Native organizations.</p>		
<p>Priority: Promote safety and well-being</p>	<p>Recommendation: Every Alaska school must work to create a sustainable and positive school climate that is safe, supportive, and engaging for all students, families, staff, and communities.</p>	<p>Recommendation: Alaska's schools will create a culturally humble (responsive) and safe environment that recognizes the needs of the whole child, institutes trauma informed practices, and understands the vital importance of building all relationships surrounding every child to improve resiliency, health, and academic outcomes.</p>	<p>Recommendation: To ensure the physical and mental health needs of all students in all schools are addressed, students enrolled in public education will have direct access to school nursing/health and counseling services.</p>
<p>Commitments Key: Increase Student Success Support Responsible & Reflective Learners Cultivate Safety & Well-Being</p>			

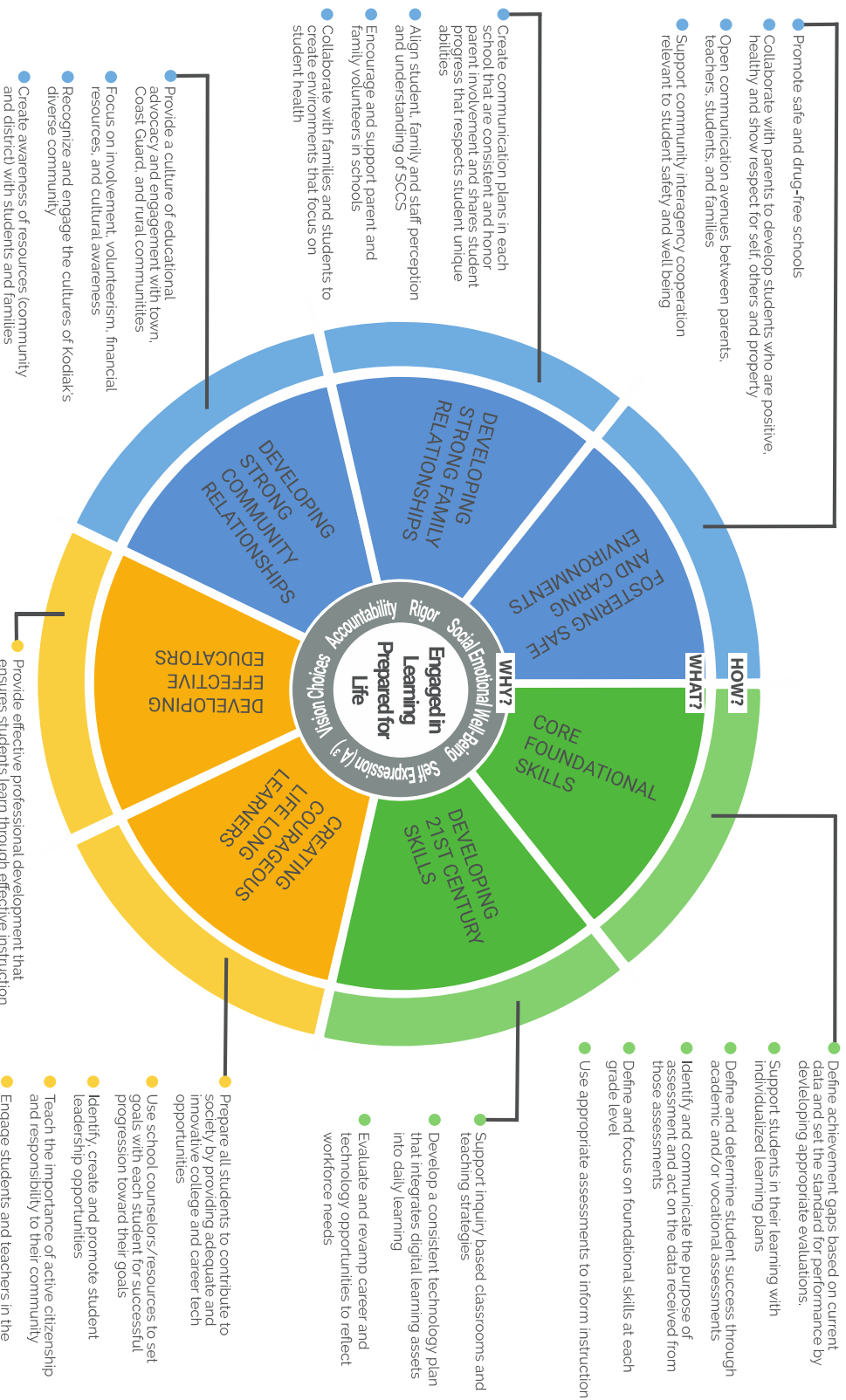
Alaska's Education Challenge: Our Three Commitments

Cultivate Safety and Well-Being

- Promote safe and drug-free schools
- Collaborate with parents to develop students who are positive, healthy and show respect for self, others and property
- Open communication avenues between parents, teachers, students, and families
- Support community interagency cooperation relevant to student safety and well-being

Increase Student Success

Support Responsible & Reflective Learners



Kodiak Island Borough School District

A³ - Arts, Athletics, Academics

Goals 1 Increase Student Success

Core Foundational Skills

1. Create awareness of resources (community and district) with students and families.
2. Define achievement gaps based on current data and set the standard for performance by developing appropriate evaluations.
3. Support students in their learning with individualized learning plans.
4. Define and determine student success through academic and/or vocational assessments.
5. Identify and communicate the purpose of assessment and act on the data received from those assessments.
6. Define and focus on foundational skills at each grade level.
7. Use appropriate assessments to inform instruction.

Developing 21st Century Skills Actions

1. Support inquiry based classrooms and teaching strategies.
2. Develop a consistent technology plan that integrates digital learning assets into daily learning.
3. Evaluate and revamp career and technology opportunities to reflect workforce needs.

Goal 2 Cultivate Safety and Well-Being

Develop Strong Community Relationships

1. Provide a culture of educational advocacy and engagement with town, Coast Guard, and rural communities.
2. Focus on involvement, volunteerism, financial resources, and cultural awareness.
3. Recognize and engage the cultures of Kodiak's diverse community.
4. Create awareness of resources (community and district) with students and families.

Develop Strong Family Relationships

1. Create communication plans in each school that are consistent and honor parent involvement and shares student progress that respects student's unique abilities.
2. Align student, family and staff perception and understanding of the School Climate and Connectedness Survey.
3. Encourage and support parent and family volunteers in schools.
4. Collaborate with families and students to create environments that focus on student health.

Fostering Safe and Caring Environments

1. Promote safe and drug-free school environments.
2. Collaborate with parents to develop students who are positive, healthy and show respect for self, others and property.
3. Open communication avenues between parents, teachers, students, and families.
4. Support community interagency cooperation relevant to student safety and well-being.

Goal 3 Support Responsible and Reflective Learners

Creating Courageous Life Long Learners

1. Prepare all students to contribute to society by providing adequate and innovative college and career tech opportunities.
2. Use school counselors/resources to set goals with each student for successful progression toward their goals.
3. Identify, create and promote student leadership opportunities.
4. Teach the importance of active citizenship and responsibility to their community.
5. Engage students and teachers in the exploration of innovative learning opportunities.

Developing Effective Educators

1. Provide professional development that ensures students learn through effective instruction.
2. Enhance new teacher in-service to include instructional and emotional support for new teachers.
3. Celebrate educator excellence.
4. Continue to foster and encourage local talents in the teaching workforce.

