



Strategic Planning Report
Oct. 5/6, 2023

Held in Vo Tech Center, Klowack

Lead by Timi C. Tullis, Association of AK School Boards

IN ATTENDANCE:

- Laura Anania; staff
- Everett Cook; staff
- Sandy Curtis; board member
- Alex Hert; staff
- Ben Hert; student
- Molly Kimzey; board member
- Nora Lovell; student
- Anthony (Tony) Lowell; board member
- Rod Morrison; Superintendent
- Shaine Nixon; staff
- John Steven; staff
- Terry West; staff



Vision:

Students are equipped to achieve their dreams and aspirations



Mission:

Set a foundation by cultivating experiences for students to develop goals and thrive in an ever changing world.



Value/Belief Statements:

Suggested edit changes on Value/Belief Statements:

F. ...in establishing relationships with communities and other resources to provide for whole family wellness

K. ...in responsible academic freedom in meeting district educational standards

Strengths

- Across district flexibility
- Diverse learning opportunities
 - Diversity
 - Growing opportunities for classified staff in PD
 - Access to diverse entities
 - Grants
 - Hands on learning opportunities
 - Using unique (Nature) resources to engage students
 - Teaching outside the classroom
 - Natural resources
 - Great PD for certified staff
 - Technological equipped
 - Potential untapped resources in our staff
 - Lost of different location opportunities
- Great staff
 - Willingness to listen to students
 - Willingness to help
 - Staff student ratio
 - Growing in collaboration between schools/teachers
 - Dedicated teachers and staff
 - Staff commitment
 - Teachers care for students
 - Staff and volunteers are willing to take on more
- Community connections
 - Tight knit school communities
 - Open communities
 - Community minded
 - Untapped resources

- Autonomy in community
- Communication on island, outside the school (FB, autodial, posters)
- Good school board
 - Focus on vision statement
- Individual student focus
 - Student voice
 - Tailored education for students
 - Great students
 - Academic variety
 - Academic opportunities
 - Great potential possibilities
 - Student teachers
- Resilient
 - Resiliency
 - Problem solving

Struggles

- Staff retention
 - Understaffed maintenance department
 - Burnout
 - Volunteer burnout
 - Lack of supplies
 - Admin attend the job fairs (don't want bottom of the barrel)
 - Lessons in financial stability
 - Short staffed
 - Staff shortages*
 - Full time academic / career counselor
 - Lack of affordable housing
- Communication
 - Some say they feel heard BUT NOT listened to
 - Lacking community engagement
 - Event follow up and debrief
 - Connections with local industries
 - Schools collaboration with ideas to benefit districts
 - More student voice
 - Open communication
 - Follow up and reporting on grants
 - Lack of pre planning
 - Student testing and fatigue/ need to explain WHY tests are needed
 - Lack of collaborative planning
 - Organization in Admin; who does what
 - Consistency
- Funding
 - Lack of key funding
- Distance between sites

- Narrow focus in individual sites
- Employee staff development
 - Classified opportunities
 - Need for subject specific teachers in HS
 - Student preparation
 - Need for multi / all grad classroom teacher training
 - Advanced instruction availability
 - Counseling
- Internet connectivity
- 4 day school week
- Timi
- Under utilized resources/curriculum
- Use of cell phones

Threats

- Bomb threats
- Future pandemics
- Toxic family relationships / child custody issues
- Disruptive parents and misunderstandings
- Constant legal changes by legislature and national level, how do we become aware of these? There seems to be a want to conform to social issues.
- Enrollment decrease and threat to pull kids out
- Not offering electives
- Funding
- Our unique seasons/weather
- Loss of local jobs and raise in economy
- Rising cost of living
- Classroom bullying
- Rumor mill
- Facebook collective
- A desire to make all Alaska a metropolitan city
- The NOW culture, no patience and waiting for things to happen
- Housing market; people from down south buy up and no one else can afford
- Entitlement society
- Talk of combining districts
- Policies being pushed on educators
- Public perception of public schools

Opportunities

- Staff support
 - Inner district organized assignment of tasks; ask if there is interest
- Using Technology for betterment

- Knowledge at all levels how to use technology more?
- Community involvement
 - Advertise our successes as district
 - People from communities can bring new opportunities
 - POW Job Fair
 - Community awareness Joint effort
 - Highlight student successes
 - Untapped community resources
 - Community teachers
 - Volunteer specialists for electives
 - Create a volunteer data base
- Home schooler opportunities
 - Explore opportunities for nonpublic school options
 - Can changes be made to policies and procedures to engage more?
- Increase student involvement/engagement
 - AASTA like programs at all schools
 - Local career path;
 - SEARCH
 - Peace Health
 - Fire dept.
 - Police
 - Construction
 - Maritime
 - Lumber
 - AVTEC
 - POW VoTech
 - PWSC
 - Dual Classes
 - Work study
 - Sports program
 - New electives
 - Grow our own teachers
 - College trips 9-12 graders
- New Superintendent=New opportunities
 - New energy /ideas in district
 - Increase rate of change

Focus areas:

Prepare students to overcome challenges and be successful.	Celebrate and encourage school and community achievements and involvement	Support Staff retention and professional growth
<i>(all built upon a communication plan to effectively communicate with all SISD communities)</i>		
the following are ideas created by the group to help build out the plan ***		
Job / Work program	Bring SISD grads back to share with current students	“Extra PD” used; if it was paid by the district how do we share it?
Personalize career advising/planning	Hold community meetings	Reduce redundant paperwork
More supplies for students	Share updates with local government and groups	How are staff valued and adding contribution to the strategic plan process?
Construction class to work on teacher housing	Send a short SISD update to each city council meeting	Classified staff have potential funds with a plan to grow professionally
Teach how to set and reach goals	Motivate kids	Look to promote from within where possible, acts as motivator
Help all students develop a post secondary plan	Exemplary stake holders at Board meetings	Electives/(extras) PD used across the district
College trips; virtual career fairs	Recognition of volunteers; gift cards, fuel, food, log cabin store	Resource page on SISD website
Raise expectations of teachers/students	At school Board meetings share student successes	Dropbox for suggestions
Offer electives	Find a tech mechanism for kids to share these successes	New things on website but need a monitor for this
Skill training	Island Post info sharing, more than just graduation	Update the website; important events/when / where