



Craig City School District

September 13 and 14, 2022

School Board Workshop
Report Out
Provided by:



Tiffany Jackson, Director of Membership Services

Attendees:

Samantha Wilson – City of Craig
*Marla Dillman – School Board
Chris Reitan – Parent/Superintendent
Julie McDonald - Parent
Art Davtian – Forest Service
Howard Daggs – PACE Contact Teacher
Maren Chaffee – SEARHC Behavioral Health
David Zeltermann – SEARHC Doctor
Elizabeth “Betsy” Clause – SEARHC Staff
Betty Hall - Parent/CHS Parent

Kimberly Barnes – P Health Provider
*Trish Conatser – School Board
David Harris – Principal CEMS
*Hans Hjort– School Board
Aubrey Gamble – Parent/VocTec
John Sealander - Peace Health
Shelby Beck – Parent, CHS Teacher
Tobias Frieb – CES Teacher
Courtney Frieb – CES Teacher
Rudy Bean – CTA
*Tristan Douville – School Board

* Board members in attendance earn **5 Boardsmanship Points**, which are applied towards their level in AASB’s Carl Rose Leadership Awards Program.

Facilitators:

Tiffany Jackson, Association of Alaska School Boards Director of Membership Services

Workshop Report Out:

Vision

Our students will be compassionate, resilient, self-sufficient, engaged members of their community.

Mission

CCSD will establish a community of learning that empowers the whole child to embrace life-long learning & a growth mindset



SWOT Analysis

STRENGTHS STAFF Veteran staff Quality staff Teachers and staff COMMUNITY Community involvement Supportive community Community STUDENTS FIRST Student first culture High standards Teaching from elders PLACE Location Diverse population Rich local environment Great natural resources STUDENT TEACHER RATIO Great student teacher ratio One on one attention even after hours SPED FALL 2022 FACILITIES Great facilities and funding EXTRA CURRICULAR ACTIVITIES Lots of extra curricular opportunities	WEAKNESSES ADMINISTRATIVE Communication with administration with superintendent responsiveness and lack of accountability Poor communication Teach and admin mentorship STUDENT Student transitions Students social media use Politics in school Recent trauma/lack of emotional support Not enough real life/voc tec Size TEACHER RETENTION AND RECRUITMENT Turnover of staff Hiring and Retention Staff support Staff morale housing noncompetitive pay retirement is non-existent No defined benefits Housing Funding Staff moral communication Morale Aging staff HIGH SCHOOL AND MIDDLE SCHOOL ARE SEPARATE ENTITIES PACE SEPARATE
THREATS POLITICS AND MEDIA Social media	OPPORTUNITIES EDUCATIONAL OPPORTUNITIES Growth of voctec program



Politics Misinformation/media bias ECONOMIC ISSUES Teacher shortage (mentioned 3 times) PUBLIC HEALTH FUNDING School funding State funding and lack of benefits Lack of state funding	Vocational training CTE Development/trades Place based education Marine biology Mari culture Extra-curricular Collaborative / local talent entities cross training Opportunities for additional education with local companies Harness educational opportunities online Broad view of educational success Social medial to improve community support TEACHER RECRUITMENT Speak w/ politicians to reestablish retirement benefits Good place to live and use to recruit On campus district sponsored housing – collaboration with the city INTERAGENCY COLLABORATIONG PACE
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TRENDS/IMPACTS

Grants: salaries and services will end with the grant

Teacher retirements: contributes to teacher shortage

Price of lumber: increases cost of building

Seasonal Community: problems with housing

Lodges purchasing housing: Problems with housing

Cost of post secondary education

Health/health crises

Increased gas and energy costs: increased cost of everything

Social Media: Where people get their news from these days

World Events

Technology: contributing to shorter attention span

Uptick in mass violence



ASPIRATIONS

EVERYONE IS RESPECTED

STUDENTS:

100% students grad on time with post secondary plans identified and funded

100% of 3rd graders reading on grade level or above

All students are supported in reaching their goals

100% of students are valued and feel safe

Real world math and English

Less than 5 absences for each student

100% of students participate in some community engagement activity

SCHOOL:

The schools are fully staffed and all are fulfilled

100% of staff positions filled with viable options for housing

District run Pre-K

Fully Staffed SPED

Salary Increase

Increase local student enrollment so Craig residents/PSN enroll in CCSD



GOAL AREAS: (TO BE ADOPTED BY THE SCHOOL BOARD)

Provide more responsive and focused staff collaboration & relationship building	Broaden student educational opportunities to better meet their needs
Educate the whole child	Explore and implement creative solutions to increase staff retention

The School Board will adopt the goal areas for the strategic plan, then turn the plan over to the Superintendent and his leadership team to develop the objectives and strategies. Objectives and Strategies do not require board approval, but status on the progress made on them should be reported out regularly.



CHAMPIONS

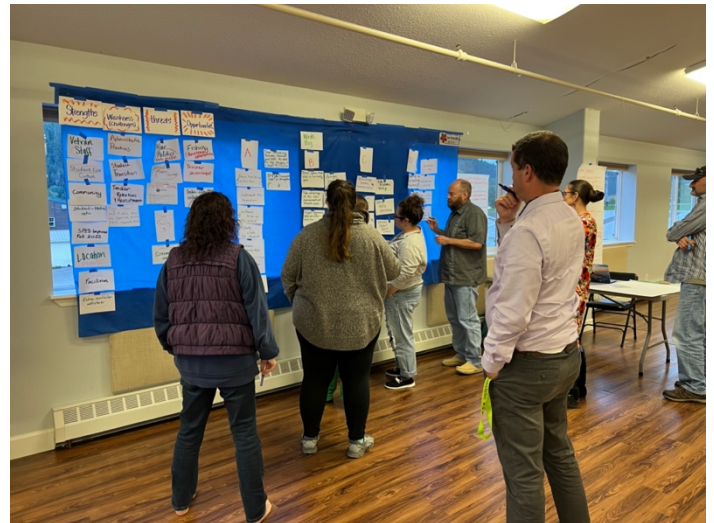
*Individuals who signed up to help Champion the goal

A. Provide more responsive and focused staff collaboration & relationship building *David *Betsy	B. Broaden student educational opportunities to better meet their needs *Julie
C. Educate the whole child *Art *Betsy	D. Explore and implement creative solutions to increase staff retention *Courtney *Chris *Tobias

Ideas for potential OBJECTIVES:

GOAL A:

Team building between the groups (not siloed between HS, ES, PACE) (8 votes)
 PTSA, so we have one, reconstituted? (4 votes)
 Outdoor activities (4 votes)
 Culture trips on the island (3 votes)
 Team Building activities (3 votes)
 Volunteering (2 votes)
 Social events (1 vote)
 What was working, enhance it
 Better morale
 Family activities, bring everyone together
 Retreat for teacher
 Accentuate the positive
 Clubs for students



GOAL B:

Life skills electives (7 votes)
 Support all extra curricular activities (5 votes)
 Work towards certification programs, fisheries, tourism, 6pack hotel management) (4 votes)
 Maintaining student teacher ratio (3 votes)



Take advantage of local environment and people (3 votes)
Don't ignore what we're currently doing well (2 votes)
Gear Professional development toward student needs (i.e. reading) (2 votes)
Offer more fine arts/drama/public speaking/music academy (1 vote)
Partner with local business for job shadowing and voc/tec training
Foreign languages

GOAL C:

Place based education (6 votes)
Dedicate school counselors (5 votes)
Robust digital literacy program (5 votes)
Robust elective selections (4 votes)
Non Academic staff (2 votes)
Health life choices (1 vote)
Individual student grown plans for each class (1 vote)
Family media education

GOAL D:

Partnering to find housing solutions (7 votes)
Relocation/retention incentives (7 votes)
Grow your own, college credit help (6 votes)
Content driven professional development (3 votes)
Subsidized housing (2 votes)
Increase pay (2 votes)
Benefits stipends, national accreditation
Better academic choices for kids



