

# Craig City School District Strategic Plan 2023-2026

**A**

## Goal Area A – Provide More Responsive and Focused Collaboration and Relationship Building

Dedicate 33% of staff collaboration to inter-school engagement, e.g., collaborative project planning, strategy sharing, walk and talks, student learning data sharing, etc.

Build and sustain active partnership with CCSD’s parents and community members.

### Performance Indicators and Targets

Dedicate 33% of staff collaboration to inter-school engagement, e.g., collaborative project planning, strategy sharing, walk and talks, student learning data sharing, etc.

Establish parent focus groups for each school to meet monthly.

**C**

## Goal Area C – Educate the Whole Child

Develop multi-tiered systems of support (MTSS) to meet the social, emotional, and academic needs of every student in each CCSD school.

Provide two school counselors to support CCSD schools’ SEL needs.

Protect CCSD’s music program by providing preferential scheduling.

### Performance Indicators and Targets

90% of students report they feel safe, included, and welcomed at school

90% of students regularly attend school (less than two absences per month)

100% of CCSD students will receive SEL instruction on a regular basis from counselors

Provide two Health/PE teachers to support CCSD schools’ health and fitness needs.

**B**

## Goal Area B – Broaden Student Educational Opportunities to Better Meet Their Needs

Expand Career and Technical (CTE) opportunities by utilizing outside industry resources and pursuing funding sources for an additional CTE instructor.

Increase student attendance across all schools and programs.

Expand staff professional development opportunities by pursuing additional funding to support staff members attendance to state and national conferences and symposiums.

### Performance Indicators and Targets

Increase attendance rate to 90% at CES, CMS, and CHS

Increase graduation rate to 100% at CHS and PACE within five years

**D**

## Goal Area D – Explore and Implement Creative Solutions to Increase Retention and Recruitment

Conduct an annual all staff one-on-one, face-to-face survey to seek input from staff to identify and address areas of strength and needed improvement.

Explore options with community partners to increase the quantity and quality of housing available for new CCSD employees moving to Prince of Wales Island.

Foster respectful collaborative relationships with CCSD’s labor union to negotiate competitive, mutually beneficial and fiscally responsible collective bargaining agreements.

### Performance Indicators and Targets

The overall district staff retention rate is 85% or greater over a three-year average

90% of staff indicate they work in a safe and positive environment, collaborate with colleagues, and feel valued on the annual all-staff survey

90% of staff are at work on a daily basis