



Kenai Peninsula Borough School District Strategic Planning Survey Responses, Fall 2016

Community members, families, students, and staff were invited to participate in a KPBSD Community Survey that was open October 25 – November 21, 2016, in an online format. Brief survey questions included these topics: Evidence of Education Quality; Challenge and Issues Impacting Education Quality; Educational Priorities; Student Skills and Abilities; Financial Priorities; Suggestions to Improve Quality of Education. Two hundred and twenty-nine people responded to the ten question survey.

SURVEY RESPONSE CONTENTS

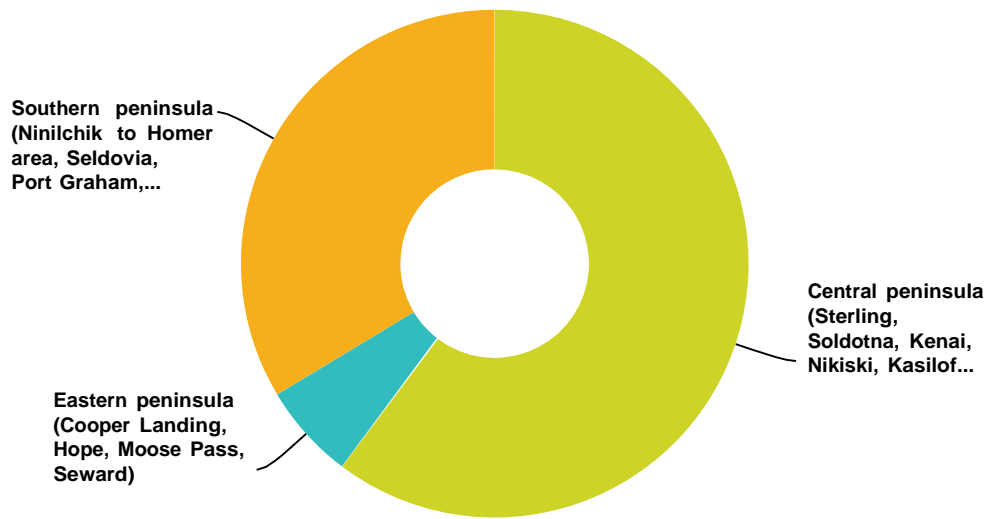
Q1: Who are you?	2
Q2: Where do you live?.....	3
Q3: Challenges and Issues	4
Q4: Skills and Abilities	6
Q5: Quality of Education	8
Q6: Top Priorities.....	10
Q7: Financial Priorities.....	12
Q8: State Fiscal Crisis	13
Q9: Delight.....	14
Q10: Information or Advice	14
Open ended responses.....	15
__Q3: Challenges and Issues Comments.....	15
__Q4: Skills and Abilities Comments	16
__Q5: Quality of Education Comments.....	16
__Q6: Top Priority Comments.....	17
__Q7: Financial Priority Comments.....	18
__Q8: Fiscal Crisis Comments	19
__Q9: What could the school district do that would delight you?.....	20
__Q10: What information or advice would you give the strategic planning team as they make decisions about long-term priorities and goals?.....	25

Q1: WHO ARE YOU?



Answer Choices	Responses
Parent	57.21% 131
Community member	31.44% 72
Staff member	52.84% 121
Student	0.87% 2
Total Respondents: 229	

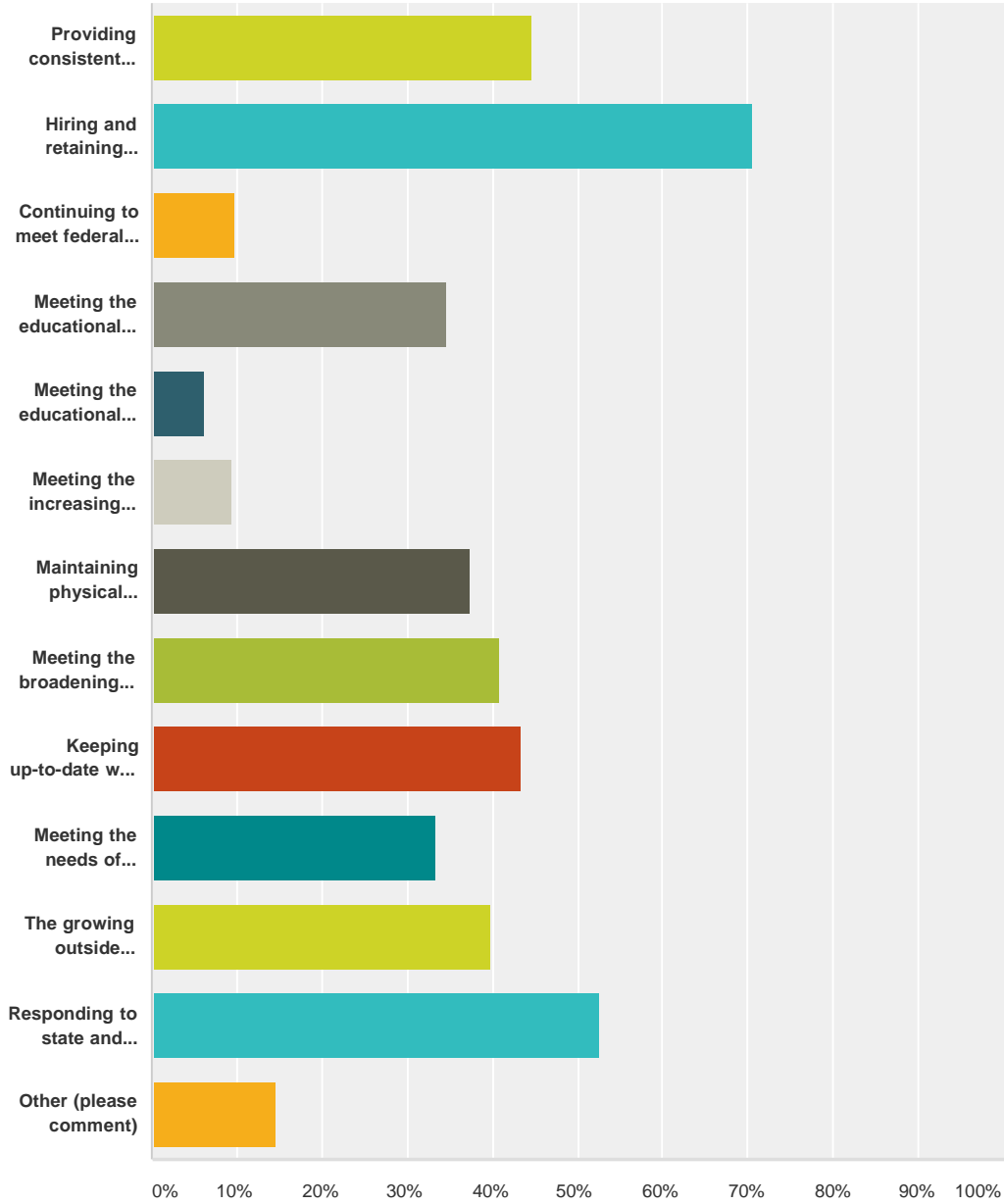
Q2: WHERE DO YOU LIVE?



Answer Choices	Responses	
Central peninsula (Sterling, Soldotna, Kenai, Nikiski, Kasilof, Tebughna ...)	60.26%	138
Eastern peninsula (Cooper Landing, Hope, Moose Pass, Seward)	6.11%	14
Southern peninsula (Ninilchik to Homer area, Seldovia, Port Graham, Nanwalek)	33.62%	77
Total		229

Q3: CHALLENGES AND ISSUES

What are the greatest challenges or issues KPBSD will need to address in the next five years to provide a quality education for all students (Choose only five of your highest priorities from this list.)



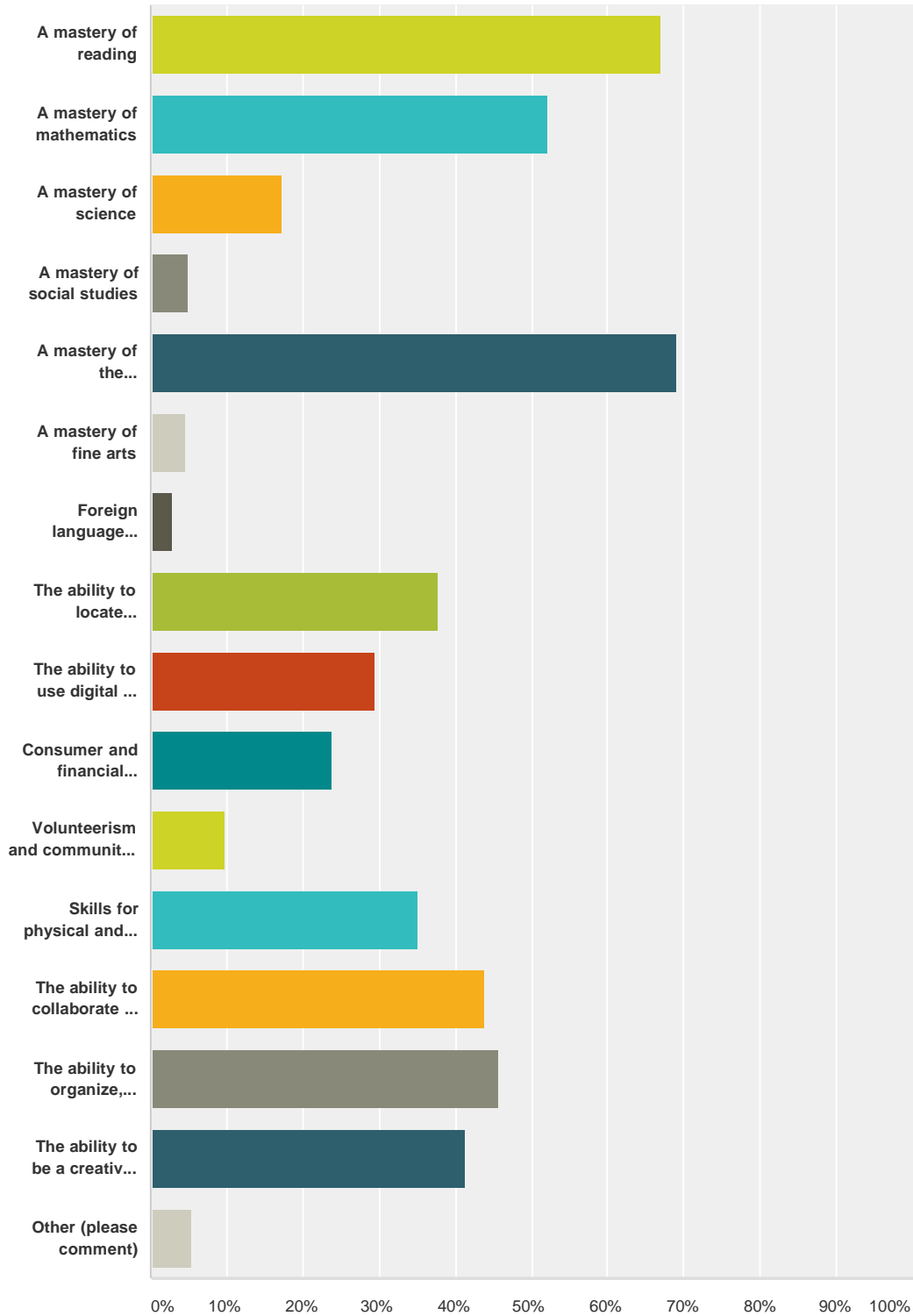
Answer Choices	Responses
Providing consistent programs and services with a declining enrollment	44.54% 102
Hiring and retaining quality educators in an increasingly competitive environment	70.31% 161
Continuing to meet federal requirements	9.61% 22

KPBSD STRATEGIC PLANNING COMMUNITY SURVEY, FALL 2016

Meeting the educational needs of advanced students	34.50%	79
Meeting the educational needs of growing numbers of second language learners	6.11%	14
Meeting the increasing health issues of students	9.17%	21
Maintaining physical facilities as buildings age	37.12%	85
Meeting the broadening academic and social needs of an increasingly diverse student population	40.61%	93
Keeping up-to-date with technology hardware, software, applications and support	43.23%	99
Meeting the needs of special education students	33.19%	76
The growing outside stressors on families that impact parental support and quality of student work and behavior	39.74%	91
Responding to state and national economic conditions that affect the financial support the district received	52.40%	120
Other (please comment)	14.41%	33
Total Respondents: 229		

Q4: SKILLS AND ABILITIES

What are the most important skills and abilities students need to know or be able to do to be prepared for a successful future? (Choose only five of your highest priorities from this list.)

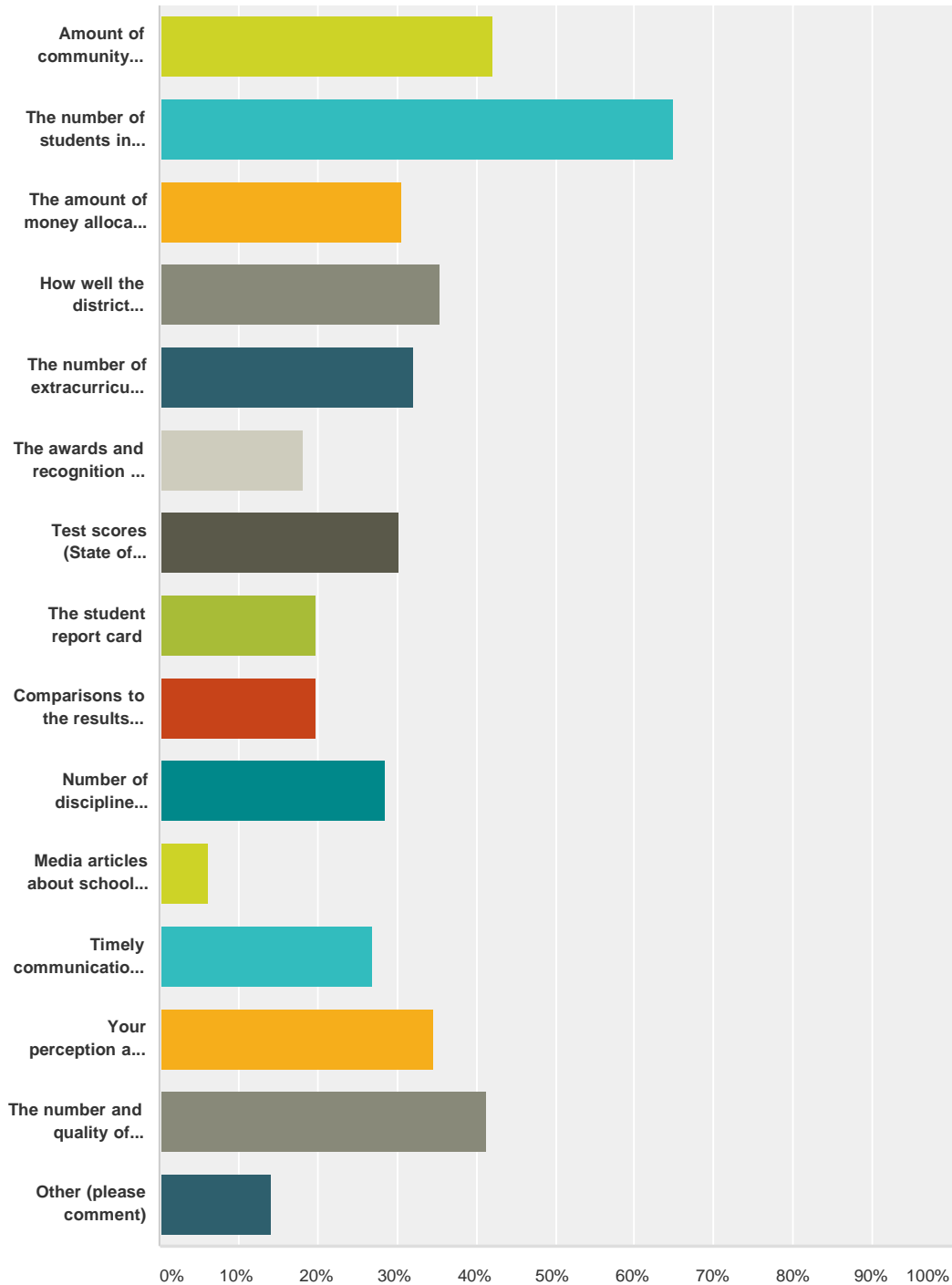


KPBSD STRATEGIC PLANNING COMMUNITY SURVEY, FALL 2016

Answer Choices	Responses	
A mastery of reading	66.81%	153
A mastery of mathematics	51.97%	119
A mastery of science	17.03%	39
A mastery of social studies	4.80%	11
A mastery of the communication skills of writing, speaking, and listening	69.00%	158
A mastery of fine arts	4.37%	10
Foreign language fluency	2.62%	6
The ability to locate information and use it appropriately	37.55%	86
The ability to use digital and computer technology	29.26%	67
Consumer and financial skills	23.58%	54
Volunteerism and community service	9.61%	22
Skills for physical and emotional health and well-being	34.93%	80
The ability to collaborate and work productively with others to resolve conflicts when they arise	43.67%	100
The ability to organize, prioritize, set goals, and manage time	45.41%	104
The ability to be a creative and critical thinker	41.05%	94
Other (please comment)	5.24%	12
Total Respondents: 229		

Q5: QUALITY OF EDUCATION

What evidence do you use to evaluate the quality of education in your school district?
(Choose only five of your highest priorities from this list.)



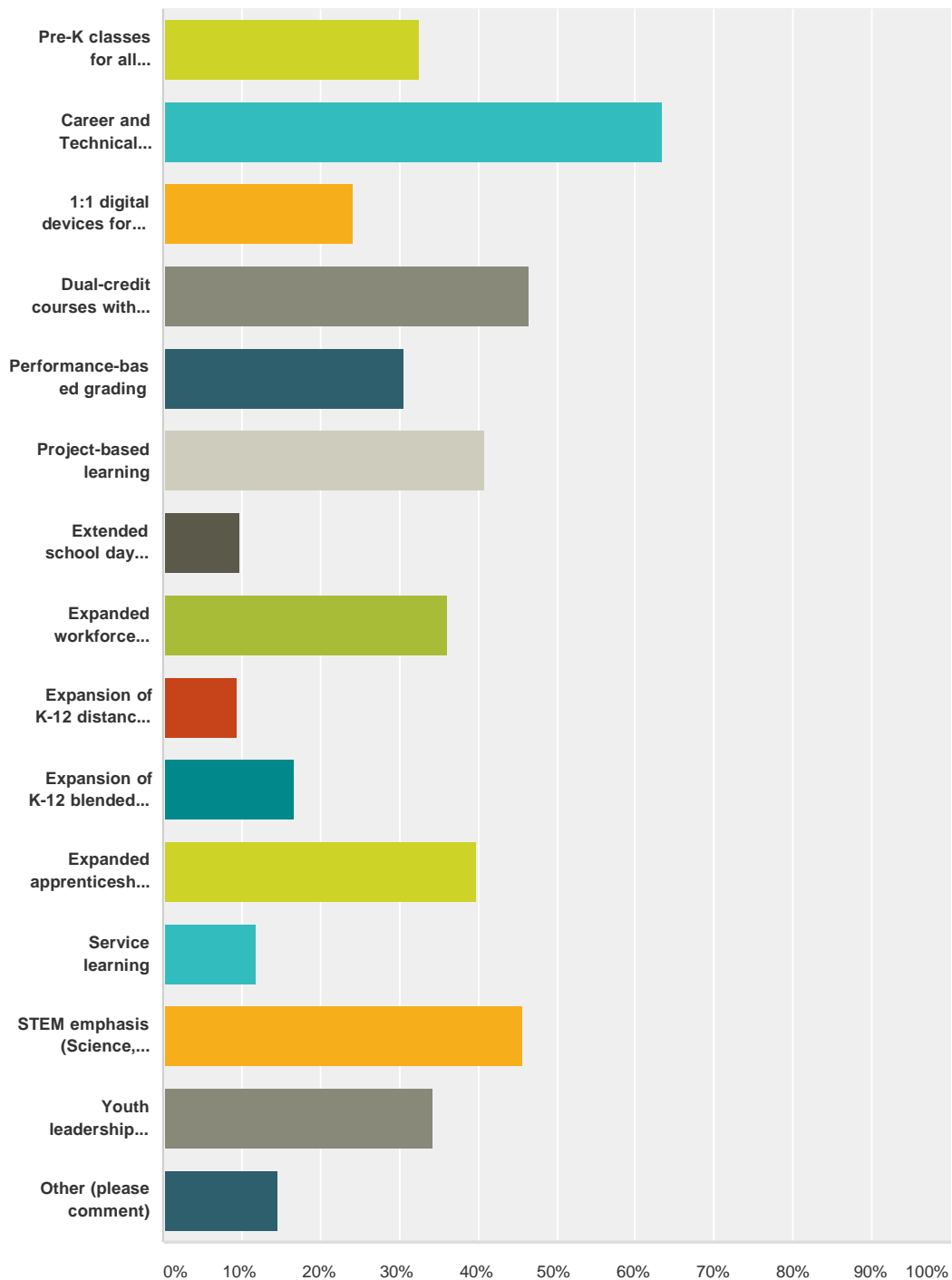
Answer Choices	Responses
Amount of community involvement in school and student activities	41.92% 96

KPBSD STRATEGIC PLANNING COMMUNITY SURVEY, FALL 2016

The number of students in each class per teacher (class size; Pupil-Teacher-Ratio PTR)	64.63%	148
The amount of money allocated for the education of each student (cost per student)	30.57%	70
How well the district students perform in high school (performance on state test and graduation rates)	35.37%	81
The number of extracurricular activities (clubs, sports, and so forth) that are offered	31.88%	73
The awards and recognition the district, schools, teachers, or students receive	17.90%	41
Test scores (State of Alaska and national tests)	30.13%	69
The student report card	19.65%	45
Comparisons to the results other school districts achieve	19.65%	45
Number of discipline problems and issues	28.38%	65
Media articles about school or district achievements or recognition	6.11%	14
Timely communication from schools in accessible format	26.64%	61
Your perception and satisfaction with district schools	34.50%	79
The number and quality of special programs available to meet student needs	41.05%	94
Other (please comment)	13.97%	32
Total Respondents: 229		

Q6: TOP PRIORITIES

What are your top priorities to advance in the next five years? (Choose only five of your highest priorities from this list.)

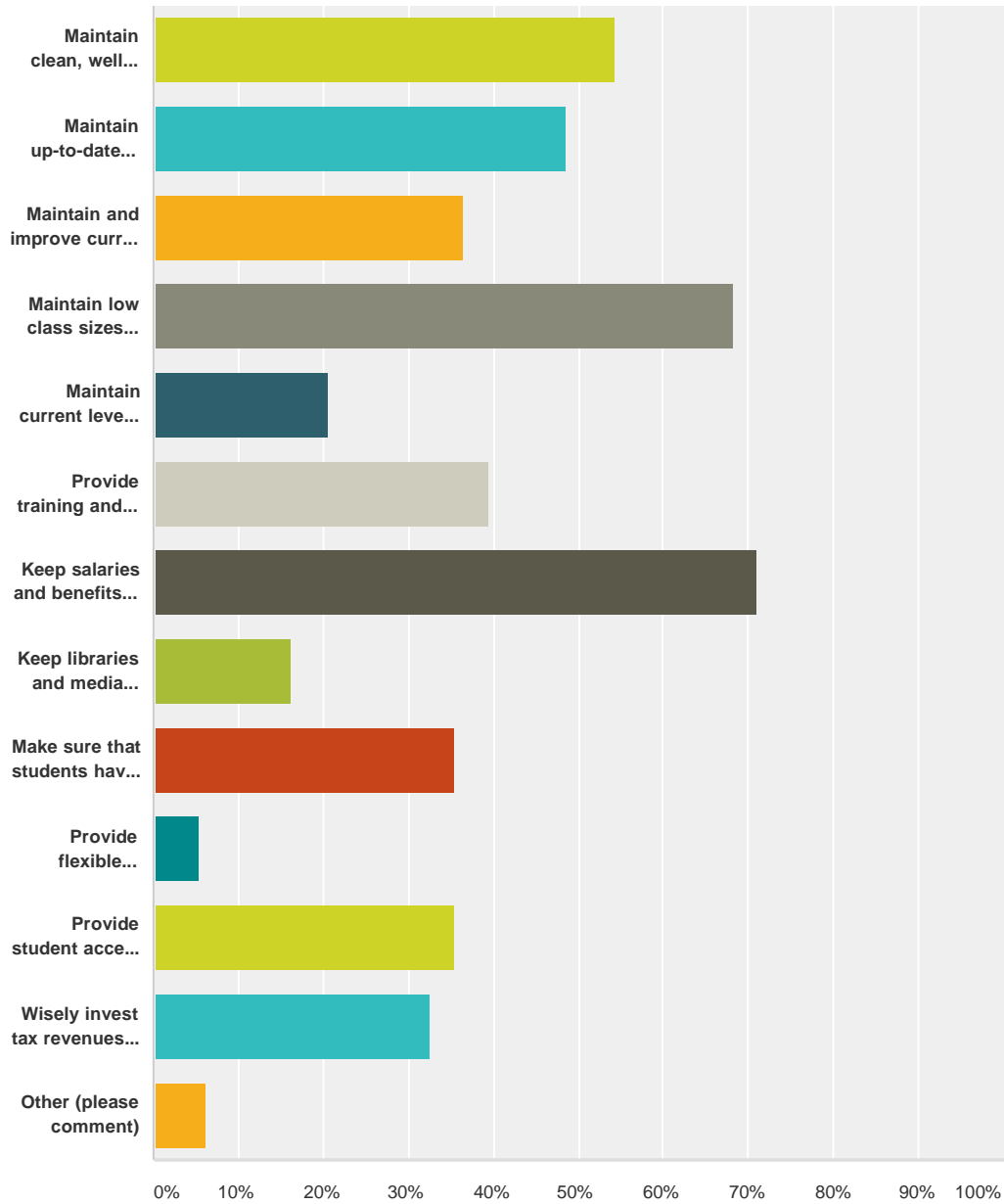


KPBSD STRATEGIC PLANNING COMMUNITY SURVEY, FALL 2016

Answer Choices	Responses
Pre-K classes for all children	32.31% 74
Career and Technical Education (CTE) courses for 7th-12th grade students	63.32% 145
1:1 digital devices for students (every student is provided with an electronic device to access the Internet, digital course materials, and digital textbooks)	24.02% 55
Dual-credit courses with high school classes and higher education institutions	46.29% 106
Performance-based grading	30.57% 70
Project-based learning	40.61% 93
Extended school day hours	9.61% 22
Expanded workforce development opportunities	35.81% 82
Expansion of K-12 distance delivery (online courses)	9.17% 21
Expansion of K-12 blended learning (combination of online and in-person learning experiences)	16.59% 38
Expanded apprenticeships and mentorships	39.74% 91
Service learning	11.79% 27
STEM emphasis (Science, Technology, Engineering, Mathematics)	45.41% 104
Youth leadership development	34.06% 78
Other (please comment)	14.41% 33
Total Respondents: 229	

Q7: FINANCIAL PRIORITIES

What should the financial priorities be for our school district during the next five years?
(Choose only five of your highest priorities from this list.)



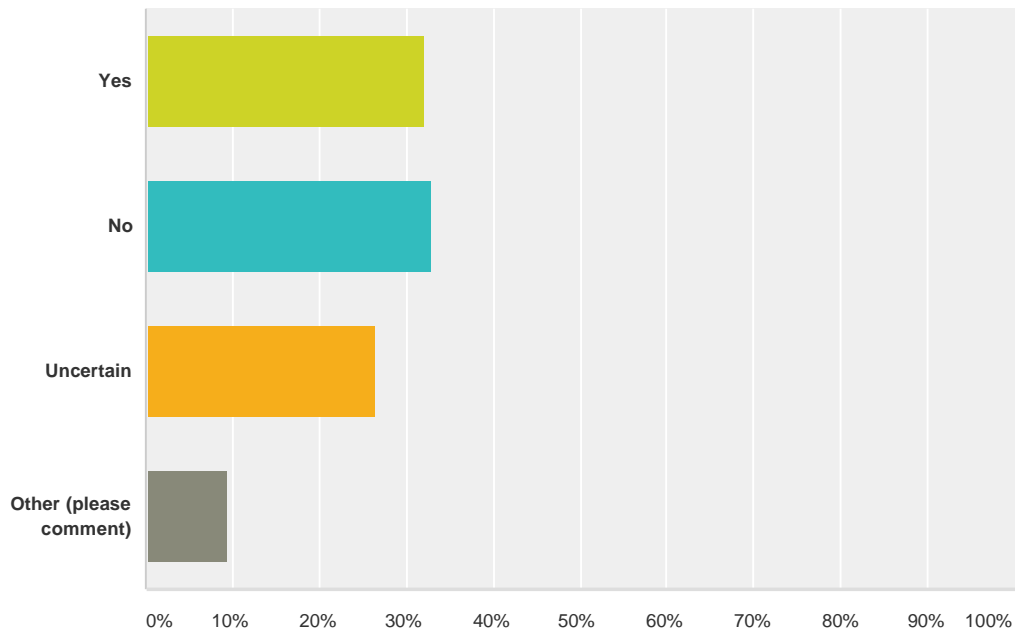
Answer Choices	Responses
Maintain clean, well repaired, secure buildings	54.15% 124
Maintain up-to-date technology	48.47% 111
Maintain and improve current instructional programs	36.24% 83
Maintain low class sizes (Pupil-Teacher-Ratio PTR)	68.12% 156

KPBSD STRATEGIC PLANNING COMMUNITY SURVEY, FALL 2016

Maintain current levels of co-curricular activities	20.52%	47
Provide training and development opportunities to keep staff skilled and competent	39.30%	90
Keep salaries and benefits competitive in order to attract and retain quality of staff	70.74%	162
Keep libraries and media centers up-to-date	16.16%	37
Make sure that students have quality educational books and materials in the classroom and library	35.37%	81
Provide flexible transportation for students	5.24%	12
Provide student access to fresh fruit and vegetables, and nutritious meals	35.37%	81
Wisely invest tax revenues in a quality education	32.31%	74
Other (please comment)	6.11%	14
Total Respondents: 229		

Q8: STATE FISCAL CRISIS

Do you view the state fiscal crisis and subsequent threat to sustainable education funding as an opportunity for our schools?



Answer Choices	Responses	Count
Yes	31.88%	73
No	32.75%	75
Uncertain	26.20%	60
Other (please comment)	9.17%	21
Total		229

Q9: DELIGHT...

What could the school district do that would delight you?

Problem Solving Pupil Day Work Week Math
Bring Celebrate Spending Devices Programs
Options Education Mastery Students
Grade Level School KPBSD Teachers
Decrease Staff Advanced Children Language
Stop Morning Focus Reduce Head Office

Q10: INFORMATION OR ADVICE

What information or advice would you give the strategic planning team as they make decisions about long-term priorities and goals?

Priority Survey Planning Eliminate Math Common
Support PTR District Head Office
Children Consider Education Local
School Food Service Teachers
Good Luck Kids Adults Money Connect
Activities Start Basics Administrative Mind

1 OPEN ENDED RESPONSES

Q3: CHALLENGES AND ISSUES COMMENTS

What are the greatest challenges or issues KPBSD will need to address in the next five years to provide a quality education for all students?

1. Watering down of school funds by charter schools - either provide extra money for charter schools or go back to standard schools only.
2. Listening to the needs/concerns of parents BEFORE they pull their students out, and homeschooling them.
3. Getting back to basics - "3R's" have been forgotten. Stop using technology/computers as a crutch or a substitute for actual classrooms and teachers - "online classes" are largely a joke at the high school level or below.
4. Cut wasteful spending
5. More vocational education in high school and less sports travel.
6. Get rid of Common Core
7. Educating in a non-biased manner: That is, providing materials and guest speakers who represent all students and their families, not just the views and policies of the Democratic Party which has so much influence in education.
8. The biggest challenge will be to realize it is NOT the responsibility of educators to feed, clothe, shelter, transport, counsel, discipline and/or nurse a child but to educate that child. The forementioned is the responsibility of the family into which th
9. Teaching students critical thinking and providing students with the mental tools to adapt and function in a changing work world.
10. Other revenue options
11. Addressing local, state, and federal budget constraints
12. Quality not quantity. Do not increase student to pupil ratio.
13. Quality facilities and extra curriculars in light of reduced funding
14. Overhaul the food service and the food that is served.
15. Controlling employee health care costs/limiting district insurance liability by ceasing to be self-insured. The district should also offer insurance plans that differentiate between single and family coverage.
16. Provide as much funding for the top 10% of students as for the bottom 10%
17. 1. Being cost effective....actual knowledge, skills, abilities acquired by students per dollar spent. Alaska and KPBSD have essentially no market forces inherent in them which in free markets optimize results. 2. Lack of vision for the big picture and fu
18. Keeping class sizes low.
19. As our enrollment has decreased, we have lost a teacher. Also, elementary school does not have a P.E. teacher anymore. To give the kids a quality education, I think 2 grades in 1 classroom is more than enough.
20. Providing educational resources needed to maintain the high academic standards the schools have been able to reach.
21. Elementary grades for 4th-6th need to return to an alphabet system
22. Tier 3 is destroying the quality of our educators. Something needs to change
23. More fair distribution of funds amongst students in the KPBSD.
24. Helping families with college applications and scholarships
25. Honestly assessing the efficacy and rigor of distance education, not just accepting it due to its budget benefits
26. Let students have actual good health, such as less stress, better sleep, etc.

27. Funding is a huge issue. We have plenty of access to technology and more and more money is being funneled into technology, yet we do not have the staffing that is need to effectively teach reading and writing in multi-aged classroom. Time on a computer or
28. Finding a way to measure achivement without sacrificing valuable instructional time.
29. Having middle-sized schools lacking resources because they are too big to be a small school, but are much smaller than large schools to get a solid number of electives/specials.
30. The mental health needs of students is significant; also finding meaning in education--voc ed for those who want it, advnaced courses for those who want that
31. Providing a quality education to all students, in small schools as well as large. The funding formulas don't work when it comes to meeting the educational needs of students in smaller schools. We are cutting teachers and core subjects, while large schoo
32. Continue to offer high quality CTE programs at the middle and high school.
33. Less vacation time. Conferences can be done without canceling school!!!

Q4: SKILLS AND ABILITIES COMMENTS

What are the most important skills and abilities students need to know or be able to do to be prepared for a successful future?

1. Focus on common sense, with teacher guidance, rather than student doing assignments online by companies outside of AK.
2. Manners, social skills, basic decency, personal accountability.
3. Learn how to work with tools and learn about different occupational trades etc. mechincal, electrical, instrumentation
4. Voc-ed (shop, welding, home ec)
5. The most important skills will be different for each individual child and in direct relationship to their potential, their passions and their giftings. The items listed above are ALL equally important.
6. The ability to think critically, identify their own strengths and weaknesses and the ability to adapt to a changing work world.
7. I don't think all students need to have some of these other skills, but some will need these things to reach their true potentials and become valued members of our community.
8. Ideally, we would produce well rounded, highly competent citizen
9. From kindergarten up there is not enough emphasis on physical education. Our kids are overweight and lethargic
10. How to live in the real world (pay bills, apply for jobs, etc)
11. I don't like the use of the word "mastery" - each of the core subjects is of course a priority but NOT mastery when it comes at the loss of other skills.
12. This all should be addressed! It used to be. Why prioritize to only 5?

Q5: QUALITY OF EDUCATION COMMENTS

What evidence do you use to evaluate the quality of education in your school district?

1. How we'll they are prepared for their first real job after graduating.
2. Go back to a real repot card with ABCDF for the parent can't decipher this new code!
3. Overall atmosphere: The way the school and staff relates to the larger community.
4. High school graduates job ready & certified in vocational skills
5. Whether 90 or more of the students can read, write, and calculate on a mature level when they graduate, and if they can write legibly
6. How we are meeting the individual needs of each child; fostering their unique and equally special place in the world and helping them grow into the best person they can be.

7. Communication with teachers before any academic issues arise so parent, teacher and student can work together towards a solution.
8. It is important to take into account how our children perform as compared to the national standard. It is also important to progress monitor our students who are struggling, to see if they are progressing or not and then adjust instruction accordingly. I
9. How my children feel about the school and staff and teachers.
10. How well, or poorly, students function outside the artificial school environment.
11. My child and the progression or lack of in their studies/knowledge
12. Staff retention due to tenure when there's a clear lacking capacity to effectively educate
13. The experience of the districts teachers.
14. Student's enjoying school and being successful in the community.
15. How much students want to come to school
16. Not everyone is going or should go to college. There needs to be trade education programs.
17. Low turn over rate of teachers/employees. Visible face of school board employees.
18. My child's attitude and feelings toward his teachers and the school atmosphere.
19. shop classes
20. Graduation rate and employability
21. Every student at Susan B English is "honor roll." This does not prepare students for the future.
22. The attitudinal climate of the school and staff
23. I base my opinion of the effectiveness of a school on the literacy rate of the students. Right now, I am seeing a pretty low literacy rate in the Elementary classroom and that alarms me. In addition, many of the students are well below the national average
24. Life skills and trades taught
25. Overall teacher/staff well-being/satisfaction with the jobs that they do
26. The ability for schools to have adequate resources to meet the needs of students who have challenging behavior issues. The effectiveness of a school to meet the needs of these students without interrupting the learning of the other students.
27. The number of electives and specials offered to students including fine arts, drama, and music.
28. How much the students like it.
29. How my child is progressing and advancing in her skills levels. How is reading, math and writing improving, how is she getting along with others? My wife and I evaluate how our child is growing as we work with her.
30. The number of grade levels in one classroom. More than two grades per class is not going to offer the quality education that I feel we want and deserve in our school district.
31. The actual daily scores she gets on her classwork or homework, the info she brings home and shares on subjects she's learned, the interactions and communication I have with teachers, and how well the admins run their schools and staff
32. Longevity of teachers within the school, and student response to the teachers

Q6: TOP PRIORITY COMMENTS

What are your top priorities to advance in the next five years?

1. Smaller class sizes
2. In no particular order: 1) De-emphasizing the "electronic crutches" in favor of real human student/teacher interaction. 2) Re-emphasizing basic "3R's" - e.g. 3) **DISALLOWING CELL PHONES IN CLASS - BOROUGH-WIDE!** 4) Giving administrators more autonomy
3. Focusing on reading, writing, math, and legible handwriting; responsible use of technology
4. I would like to see better reading and math instruction be offered in our rural schools. If that means that more teachers be brought in to meet the needs of our growing community, so be it.
5. Low PTR
6. More resources outside of the schools that already exist in our communities should be used.

7. I think it would advantageous to move to a four day week. Utilizing longer school days with more focus per subject with schedules that run more like a college meeting with classes every other day so more time is spent on each subject. Also, frees up Fri
8. Lowering class size
9. Few lower hours spent at school, eliminate needless homework. Focus on critical thinking and curriculum reform.
10. Fine-arts performing ensembles and schedules that facilitate student participate in performing ensembles.
11. Funding for fine arts; practical and life-based skills; focus more on actual classroom instruction, not satellite issues
12. Higher quality and higher caliber on-line courses (most students claim existing ones are easier but more tedious than brick and mortar classes.
13. Special Education Classrooms/teachers/aides who are qualified to work with this growing category of students and what is being done to help the large number of behavior students in our public school system.
14. Extracurricular activities available to students
15. Subject mastery education based on student interest. Let them go as fast as they want subject by subject towards certain newly described diplomas or degrees.
16. Quality educators in the classrooms with a commensurate salary to keep good people in the building.
17. Maintain staffing levels and PTR.
18. It is not the responsibility of the district to provide a pre-k program. With the tight budget funding should be focused on K-12.
19. Increase in physical education in especially elementary and a higher credit requirement (in PE) in the later grades
20. Ensuring that expanded distance delivery and blended learning are actually effective and that students actually learn
21. Keeping quality teachers, less focus on tests and more focus on learning
22. Even more intense intervention for academically needy primary level students
23. Foreign language
24. Release the hold that "seat time" or bus schedules have on the actual education of our students. If they can prove they know it, why are we making them sit in a class?
25. Start school later
26. Finding an effective discipline/student management program that provides a long-term solution that will also allow the student to gain life skills that may or may not be learned at home
27. Low class sizes for lower elementary so each student gets a firm grasp of reading, writing and math before advancing on to higher levels.
28. Move to a Four-Day-Work-Week. So many students are gone on Friday, and the district could find a substantial savings.
29. More infrastructure and resources to assist with families in crisis, thus students in crisis. More resources to assist with students who have challenging behaviors. More mental health services.
30. Ensuring that kids get a well-rounded education including music, drama, art, science, math, English, and creative writing; plus various extracurricular activities and sports
31. health related to mental health issues
32. Use the old styl of grading to evaluate students. Every assignment counts and work should be complete.
33. Maintaining a well balanced liberal arts curriculum

Q7: FINANCIAL PRIORITY COMMENTS

What should the financial priorities be for our school district during the next five years?

1. Hire actual cooks to prepare actual (rather than "simulated" heat & eat) meals.
2. Invest in vocational learning
3. All administrators should teach at least one class per day in their communities.
4. We need to look at who we're contracting with for curricular, cleaning supplies, transportation and food services and get better service for less money.
5. Cut budgets and use resources that already exist outside of conventional brick and mortar school buildings.
6. Controlling employee health care costs/limiting district insurance liability by ceasing to be self-insured. The district should also offer insurance plans that differentiate between single and family coverage.
7. Ensure high number of professionals in a building to address areas of student need
8. Eliminate administrative positions and provide more teachers and get with the new educational paradigm of video teaching from the masters of the subjects.
9. More fair distribution of funds.
10. Seek "instructional programs" that more flexibly meet student learning needs, that is, more easy to personalize.
11. Ensure that middle size schools are not penalized for being too big to be small, too small to be big; have a 3rd category (small, medium, and large schools)
12. Keep classrooms from having more than two grade levels in one class.
13. Increase Fine Arts and World Language offerings at the elementary school level
14. More art

Q8: FISCAL CRISIS COMMENTS

Do you view the state fiscal crisis and subsequent threat to sustainable education funding as an opportunity for our schools?

1. Remember that actual teaching requires very little money input. Paper, pen(cil), teacher, students, and books - you're set.
2. I don't see how a fiscal crisis can be thought of as an opportunity in anyone's universe. The Governor and Legislature must cut funds to all non-profits and virtually state travel. I don't see education will escape the cuts.
3. Yes. The current fiscal crisis is causing us to reevaluate our priorities and reach out into the community for help; to think and solve our challenges creatively.
4. It has allowed us prioritize where we put our funding.
5. The State fiscal problem is a serious threat to our quality District! Threat not opportunity...
6. Absolutely this is an opportunity. We need to think outside the school building, use more local talent (business owners, non-profit mentors, libraries) as mentors.
7. Quality education for all students should be top priority for the state, increase SBA to lower class sizes and keep it protected from cuts. It is one of the pillars of our state constitution.
8. Spend more wisely
9. Cut out the fat (administration and lower quality teachers)
10. This is an opportunity to transition to 4-day school weeks. The certified and classified staff are enthusiastic about this innovation.
11. Yes, this provides us an opportunity to truly redesign education. We have to cut but now we have a reason to do so.
12. I'm worried it's going to increase my taxes.
13. I view it as poor leadership. It could certainly be an opportunity.
14. If you mean opportunity to innovate teaching and learning, yes. If you mean an opportunity to keep the status quo, no.

15. This question makes no sense at all. How could a fiscal CRISIS be an opportunity for our school?
16. Opportunity no. I don't see room for cuts if that's what is being implied. We need to only move forward, not back. Advocate, fight and grow!
17. Yes. It may force the issue of real change.
18. It is not a threat if we use our resources wisely.
19. What are you even asking here? Of course it's not an opportunity - it's a crisis! Our children's education is too far down on our state's priority list. We need to fund it like we mean it!
20. I guess I don't know what you mean here. The picture has been painted to look grim!
21. I am unsure what the point of this question is. Yes, it is an opportunity to look at and refine our budget and budget needs. No, it is not going to allow us to fund education to the highest possible level and will likely reduce the opportunities to students

Q9: WHAT COULD THE SCHOOL DISTRICT DO THAT WOULD DELIGHT YOU?

1. Year Round Education
2. NOT increase PTR
3. Maintain special education, early intervention (pre-k) programs, hire intervention specialists ON staff. Contracting with outside mental health agencies is too expensive and ineffective.
4. Support their teachers more
5. Maintain quality teachers. Allow teachers to teach their individual students, rather than conform to the tests.
6. Listen to the parents of the kids--they sometimes know best, even though we are not educators.
7. I wish I could feel that this survey will be taken seriously; I would be delighted if I thought my efforts to write out my thoughts would not merely be acknowledged and then forgotten. The District is guilty of "ivory-tower" isolationism, whether intended or not
8. Cut spending
9. Give non college bound students vocational education
10. Teach all kids to read and write well before they graduate. Handwriting! Many students don't even sign their names or write their addresses legibly. Handwriting is important in jobs.
11. Incorporating meditation into students daily routines and more daily instruction on the importance of daily hand washing and hygiene!
12. Save money by going to a four day work week.
13. 1:1 Devices for students to be able to do more of the blended learning that the district is pushing for schools to incorporate.
14. Remember to celebrate that good things that we do in this district!
15. Make every effort to keep from cutting positions district-wide.
16. I would like the district to maintain and update technology. The Anchorage School District has implemented a lunch program that has been well received by students, parents, and staff. The KPBSD meal program should look into changing the meal program
17. Negotiate in a fair and trustful manner with staff.
18. Enough computers for all students to use at once.
19. Focus on personalized learning
20. Decrease the homework load.
21. It already does.
22. See every expense explained from operating to labor and streamline positions in order for money to be put back towards the students and the classroom.

23. When negotiating with our teachers, they should receive not only the COLA, but ALSO a raise. It is sad that they do not even make a cost of living allowance salary increase. 2.Hire teachers from within the district whenever possible.
24. Early education focus
25. I would like the school district to monitor it's rural schools a little closer. I feel that low expectations have been set for our rural schools, from the very beginning. As such, teachers are coming into our community expecting very little of our childre
26. Cut programs in the order in which they have been added over the past 8 years. Do not balance the budget strictly on the PTR.
27. Provide more language and honor/AP courses.
28. I appreciate the amount of feedback KPBSD is seeking from stakeholders... keep it up!
29. Cut admin personel at head office. Put these professionals back into our schools
30. Provide our school with up-to-date, working technology. Most of our student/staff technology is out of date and broken.
31. I like that this question is asked. :)
32. Be more strict on the kids to higher there education
33. Keep up the smart spending and budgeting. I hear about Anchorage School District every year and their budget woes and I'm glad our district, as diverse as it is, has been able to weather the financial storm thus far.
34. Improve communication at the school to home level (not from District Office but school to home)
35. Increase graduation rate
36. Match students to community mentors/businesses and essentially form apprentice type curricula. In this era of digital resources and community talent and leadership, students might be inspired to understand why they need specific coursework.
37. Enhance vocational education
38. Provide salaries and benefits to attract and keep excellent teachers and staff, low class sizes with aid support to maximize actual teaching time vs "behavior management" time
39. Manage their spending with what they allocate to each school and the supplies/equipment waste that happens. Be more transparent and truthful with the actual budget and how it is spent.
40. Move to a 4 day week. Have students visit their cores every other day. I also, think High Schoolers should start school later and elementary start earlier.
41. Budget wisely. Maintain a quality learning environment for the children (our future).
42. Lower class size, add foreign language opportunities to lower elementary students.
43. Write for clean energy grants to retrofit aging buildings and utilities that serve them; solar, wind, and hydro are being effectively implemented all over the lower 48 where schools are selling excess back for profit...
44. Strive to keep pupil/teacher ratios as low as possible
45. Eliminate homework. Look at Finland for a model of education reform.
46. Hire quality teachers with experience in the classroom.
47. A real food service program.
48. Move administrative evaluations to the end of the school year. Mandate a minimum of three years of experience within the school setting that a potential administrator is seeking to fill. Most principals have NO sped experience.
49. Continue to provide real world opportunities for my children and provide the best teachers who are excited about their jobs and pass a love of learning to my children.
50. Controlling employee health care costs/limiting district insurance liability by ceasing to be self-insured. The district should also offer insurance plans that differentiate between single and family coverage. The school district should partner with an
51. Less stress on testing and performance, more emphasis on creativity and problem solving.
52. Do away with fruit program and breakfast program big waste of money.

53. Provide more help to students who struggle in the general education classroom.
54. Put more money into the classrooms and the classroom teachers.
55. continue to provide opportunities for students to develop critical thinking skills and problem solving.
56. Update technology. Provide updated devices such as laptops
57. Recognize and uphold the need for a contract that meets the needs of all staff to maintain quality programs and encourage staff allegiance and faith in the district.
58. Provide equal opportunities for advanced classes and SPECIAL ED programs across all schools
59. Raise salaries for staff to be more competitive with other districts, and a cost of living allowance for more expensive areas.
60. Rural schools that are not on the road system have adequate class room sizes and not over crowded. consider hiring more teachers.
61. Focus on raising good youth into good adults
62. Forward funding - set so it is not a political issue.
63. A stronger fight for a more equatable base student allocation that fits our unique district.
64. Give more support to the people in the schools everyday. Have district office people go to the schools, see what is actually going on and then offer to help when they can. Provide adequate and worthwhile training. Recognize that every school is full of te
65. Keep putting kids first, no matter what else happens
66. Be supportive of the teachers so they can support student learning
67. Get out in front of robots and artificial intelligence and prepare for the future. Don't let old union financial incentive paradigms bring dow the competitiveness of our children.
68. Provide competitive pay and benefits to teachers
69. Go to a four day school week.
70. Keep class sizes low. Provide teacher salaries that will keep good people in the profession...without having to fight for it at every negotiation.
71. Quit jumping on every new band wagon there is. For example: Student growth maps, curriculum mapping, etc...
72. Allow us to do what works for the kids without telling us how to teach. Scripted programs might be fine for 1st year teachers, but they are not the best we can do.
73. 4-day school weeks.
74. Be more in tune with what parents want for their kids
75. Turn off heat in summer to save \$\$ wasted - this amounts to thousands
76. Stop spending money on catering.
77. Show appreciation for staff with up to date salaries.
78. Have your school board employees sub in the classrooms regularly so they have a more informed voice regarding the schools.
79. For the sake of saving money I feel a 4 day week would benefit our district. I also feel like support staff should not work inservice days.
80. Keep pupil to teacher ratios down.
81. Change the 4th-6th elementary students grading system back to alphabet (A - F)
82. Make sure the high schools are offering quality classes for students that prepare them for the future, not just taking a test. Consider opening a STEM school at the middle school level, this is an huge interest level for many students 6-8. This wou
83. The school district could provide teachers at all levels who are highly engaged with students and are joyful to be at work every day.
84. Make the start time at Seward Highschool later in the morning.
85. Reduce Head office personel, too many administrators.
86. I wish the school district could find a way to get parents to be more responsible and involved in their child's educational life.

87. Reduce District Office Administration.
88. District office could again emphasize to the principals that they are doing a really good job and so are the teachers. I know there is a lot of stress between negotiations and budgets and a looming crisis. They are really maintaining a good attitude and
89. Increase the emphasis on physical well being. Better foods for lunch, more physical education, more movement in core classes. Science has PROVEN this to be what's best.
90. Close the pool at Susan B English and relocate the students to a building that costs less to fund.
91. College preparedness course and activities healthier lunches. Quit coddling students hold them accountable for their academics- it is okay to fail a student who earns it- the district gets worried about appearances and data and kids graduate without the a
92. The district could recognize that its staff, teachers and otherwise, are its most valuable asset. Further, ensure that funds are wisely invested in said human assets and not squandered on pet programs, projects, and even technology.
93. Take sports out of the schools and put it into the community Example: City leagues
94. There is much data to support the importance of later start times for high school students. I would love for the district to consider the possibility of changing current schedules to benefit our high school students.
95. Really minimize the number of "have-to's" that exist for teachers/students in a given year so time could be freed up for truly valuable authentic projects (PBL), collaborations and community service/connection work... it's sad to hear a teacher say, "I wo
96. Invest in quality math curriculum that sequences (spirals)
97. Minimize standardized testing and use it only to discover students' mastery levels and needs.
98. stop having so many catered meetings, we have the ability to do things digitally. I know face-to-face is important but most of these meetings can be accomplished via teleconference. or at least stop spending so much money on catered food and tell everyone
99. Cut the fat. What programs were created in times of wealth that we could do without? River City Academy is awesome but when it comes down to numbers this is not serving that many students. Not to mention the cost of admin and secretarial for two separa
100. Keep being that leader in education! Taking "steps of faith" in trying new ideas/concepts that have been thought through and tried, then tweaked or discarded based on evaluation and reality.
101. Provide tablets for each room - it would provide support across the board in all subject areas while giving teachers the ability to challenge some while remediating others if need be.
102. Provide leadership for the staff, and continue to support them as society changes. In order to have great schools we must have great staff. Staff will continue to leave if they do not feel supported in their classrooms.
103. Offer better services for advanced/Quest and not have multigrade classes.
104. I would like to see an acknowledgment that our small schools are vastly different places than the "big" schools with multi-graded classes especially, and that small schools are successful when they don't "do" school like the rest of the district.
105. Provide training opportunities outside the district for staff.
106. Start later (like at 9), which could also let schools end later (like 3-4)
107. Technology is great but once again, it should never be relied on to replace a teacher. I would like to see a smaller student to teacher ratio, especially in multi-age/multi-level classrooms.
108. I would like to see an alternative middle school option in the Homer area.
109. Have schools engage with each other collaboratively in order to expand their own set of tools. Also while the school district seems to be happy with PBIS, it would benefit everyone if complementary strategies are also explored. I find that while PBIS does
110. Make school fun - students want to come, stay and graduate - Parents want to support us!

111. Quit putting the small village schools in the back burner. Hire competent principals, not just whoever is willing. Hire teachers who amplify Social Emotional Learning and Character Development to increase the academic performance of the students.
112. Pay teachers competitively also update technology faster per school then on a 5 year rotation plan
113. Stop being wasteful with curriculum materials.
114. The Kenai School system is about sports and is not about academics. We advertise our sports. We celebrate our sports. We arrange the school schedule for our sports. We accommodate for our sports. What would our district look like if sports and the mon
115. Support charter schools, especially in the special education resources available investigate charter schools who are not providing special education services to students as a way to discriminate assist schools with helping students who experience challenge
116. Offer more online options.
117. Have a one week later start date each year, and go a week later in the spring.
118. Create a third tier of schools (small, medium, and large school) where a medium size school can get a reasonable amount of staffing, PTR ratio, and a good opportunities in school and in extracurricular opportunities.
119. Make the curriculum more flexible: allow students that show mastery to move on to self-directed (potentially online) learning or other opportunities (instead of having to prove their mastery of the same standards over and over again).
120. Retain good teachers
121. Raise the property tax exemption age, raise the southern \$500 tax cap.
122. Keep classroom sizes down, provide aides to teachers, serve healthy food, serve each student as an individual and let no one fall through the cracks. Provide more personnel to deal with students with behavioral issues.
123. Keep teachers happy and teacher to student ratios low. Happy teachers, happy schools, happy kids!
124. Produce students that are healthy, happy, and well rounded and developed
 - a. have high school kids build tree houses 2) enforce board policy that recess cannot be taken away or be threatened to be taken away from classes or individuals as a punishment --this includes going outside and having to sit or stand and not play--this
125. Have a dedicated class for each grade level
126. Prioritize health services as part of the educational team and student success equation
127. Make a commitment to keeping student teacher ratio low in elementary grade.
128. Make Mt View k-8
129. Bring back more vocational and life skill classes
130. Keep class sizes small
131. Balance the budget in a way that that effect the children the least.
132. Stop following staffing formulas for small schools. Staff based on providing quality education. We should strive to be better than bush schools.
133. Negotiate pensions for teachers and administrators no longer teaching and redirect some of that money back into current programs. The prior pension system is out of control and today's teachers and students shouldn't be paying for that mistake.
134. Teach tolerance
135. Continue to reevaluate principals, teachers, and instructional practices and to not be afraid to let them go of the bad ones.
136. I would like our local Board of Education Representatives to be required to deliver a monthly newsletter/update on what is being discussed on how they are voting on the issues to all of the stakeholders. Currently I feel like I have NO avenue of communication

137. I personally would love to see school start at 10 am and end at 3pm I personally feel school is too long for the youth they need active expolitive outside play and intamite family time in the morning.
138. Start school later..include a russian program for our kids
139. Provide more options for meals.
140. Fund education to the highest possible level. Ensure each student has the highest educational opportunities whether they are high learners or low learners. Make the school fit the student not the student fit the school.
141. Provide engaging opportunities that foster and develop skills that can be used later in life. Such as programming, engineering and such.
142. Financially support out of the building Community learning experiences for students.
143. Less unnessisary vacation time! Way to many days off from school, and early outs.
144. Eliminate early release days and decrease the amount of days off from school.
145. Continue to respond to community/parent input. Thanks for asking! I think our teachers do an incredible job, and they also collaborate well to expand opportunities for students.
146. Support after school programming for elementary students. Offer STEM camps for children
147. Hire locally
148. Consider a 4 day work week if funding does not come through.
149. Provide training to all teachers and staff on disabilities and social/emotional behavior
150. Expand apprenticeship and mentorships

Q10: WHAT INFORMATION OR ADVICE WOULD YOU GIVE THE STRATEGIC PLANNING TEAM AS THEY MAKE DECISIONS ABOUT LONG-TERM PRIORITIES AND GOALS?

1. Remember the focus is on the basic education of our children. Reading, writing and math. All the rest is extra. We have to get these 100%
2. DO not cut early intervention, screening programs or special education. Streamline programs strictly to academics, and sports. Children do well with diversity, until the adults get invloved... case studies...
3. Move more head office personel back into the classrooms and reduce their office staff.
4. Quit spending money to compare our kids to the rest of the country and stop pushing every student to go to college. Teach them a skill and to work hard.
5. Encourage collaboration between older students/younger students, community volunteers, local business, and senior citizens.
6. CUT WASTE! Concentrate on common sense. Educate our children. That is what the parents want.
7. Think outside the box
8. Don't forget the basics. Reading, writing, and arithmetic skills are NEVER out-of-date. Example: students at middle/high school should have their multiplication tables MEMORIZED - very few do today. Remember that things like Advanced Placement courses
9. Cut the amount of money allocated for the education of each student.If you believe we are not spending enough you are the problem !!!
10. Cut, cut, cut. Consolidate. Stick to the basics. Do not hire any outside "experts" to teach classes.
11. If we continue to increase classroom student numbers, over 25 there should be an teacher's assistant for that room.

12. Less emphasis on testing and more on whole student development.
13. Although purchasing 1:1 devices would be expensive at first, I believe it would save the district money in the long run. Eventually it would help save money on books, paper, and other school supplies.
14. Focus on the needs of the students. They're central to everything we do!
15. Regardless of the issue being discussed, always ask yourselves, is this the best thing for our children.
16. Keep Children First
17. First plan as if money was not an obstacle.
18. Do the right thing...not the safe or easy thing. Support your employees with your actions and choices.
19. Keep goals attainable within our current financial situation, and don't be afraid to ask for community support
20. Continue to put kids first!
21. To invest energy into our high schools to insure that they can be just as effective and competitive in academics as our elementary schools are. We need to reach our teens in the same way that we reach our younger students. My children have had an outst
22. Look at ways to diversify and streamline positions and classrooms to maximize the students overall educational experience.
23. Make the decision student driven
24. Think of what you want for our kids. Think about whether or not you believe in our native students, especially those living in rural areas. Is it important to you that they become fluent readers? Is important to you that they learn math well enough to mak
25. Take as long a view as possible and then extend it by at least another 10 years.
26. While I tremendously value teachers and their commitment to educating our students, everyone in this state is taking cuts in some fashion and I believe the same needs to be true of education. Benefits need to be reconsidered along with continuing educati
27. Cut Admin and put the money in to the schools
28. Think technology, not paper products. So much of a teacher's job can be done through online resources. Also, our students need technological skills now!
29. To fund schools on keeping as much educators as needed to give our kids more opportunities with supporting there education
30. Don't forget our small schools through the process! These small gems are VALUABLE to parents and communities as they provide a quality education to our young people!
31. Staffing in schools is important concern
32. Think beyond the school building. The community is full of inspiring educational resources, businesses, non-profits, and professionals .
33. Look at combining administrative duties
34. I would like the high school priority to be quality instruction and accountability to students and less about "graduation rates". It appears that students get pushed through just to maintain the "number" of graduates
35. Take the unused and allocated monies out of their particular 'fund' and use them more wisely on the NEEDED items of the district.
36. Students are burnt out of school by the time they reach High School. High School should be an opportunity to start training and honing the skills for the career they want to head into. Specialize the high schools for different careers and get students e
37. I do not have advice but I care about the children, their education, and our future.
38. RETAIN the arts. It is essential to keep arts in our schools. DO NOT cut music programs. Decrease class size. Maintain the integrity of the quality of education on the Kenai Peninsula.

39. Create more efficiency. pools, utilities, busing is on the right track, next look at staffing...there are some that need early retirement incentives that are a burden to the students, the admin and the parents and it's a disgrace that tenure still entitl
40. Consider school/class makeup when making staffing decisions. Understand that each school can benefit from different things. One school may have more program opportunities, one school may provide more transportation options, and one school may have lower c
41. Think outside the conservative box and look at creative approaches to education that stimulates creativity, critical thinking, and problem solving. I know this will not happen, because we are stagnant in thought and unwilling to take risks. Our education
42. Don't cut out the arts like other school districts have.
43. Do the best with what money you get.
44. Support forward funding of education at the state level.
45. Control health care costs. \$25,000 per year is too much, especially for classified staff. If you continue to refuse to control health care costs, begin to contract out janitorial and food service positions to control costs.
46. Focus on academic rigor and programs that enhance education: arts, non-athletic after-school activities, etc. -Downsize administrative costs, like catered meals at admin meetings. Hire a teacher instead.
47. You have a tough job. I appreciate your hard work.
48. Without quality teachers with necessary resources, education cannot be meaningfully accessed by students.
49. Don't put administration in conflict with teaching and support staff regarding salary and benefits. This should be a big family, not them and us.
50. Every question should consider impact on kids
51. Thank you for helping every student.
52. Don't take anything away from out students that will benefit them in their future. They are our future. We have to protect them now and give them every chance we can. Everyone needs to think outside the box and look for ways to save money so it can be spe
53. There is an increasing need for social workers in schools. Maybe public health funds could help provide for those needs?
54. Keep class sizes small so students develop good relationships with teachers in order to learn and meet social need for connection. Many students are affected by drug & alcohol abuse in our community. We have a need for counselors and healthy social connec
55. Education is changing to video lectures from the best teachers in the world. Teachers are just going to turn them on, take roll, maintain order. Children won't even need school buildings to get the best education in the world. The blacksmith shops are
56. Our district seems heavily geared toward High School students. Before we can get students prepared for High School and college they have to have basic skills in elementary school. While I think all of the additional programs in High School (athletics, clu
57. Do away with changing curriculum so often.
58. Ensure up to date technology in elementary buildings.
59. Think about keeping some of our reading and math curriculums that are still good so we don't have to purchase completely new programs.
60. They need to keep in mind that the larger schools have a lot more to cut from than the smaller schools do. If you take a teacher away from a small school, it makes a huge impact. When classes have more than 2 grade levels in them, it is too much.
61. Happy teachers make for happy students.
62. Reduce admin in head office, Soldotna
63. Willingness to work with the teachers union instead of hiring a lawyer that cost extra out of the budget.

64. Keep as many of the co-curricular activities as possible, and make sure the students get at least 30-45 min. of exercise each day.
65. I would look to other districts to find plans that work.
66. Cut down on working days or hours before cutting teachers.
67. Do not follow other states grading curriculum for elementary students. Follow your own decisions and thoughts for what's best for OUR students not outsiders students. It's not working for parents who want to know where their students stand when it comes t
68. Keep class sizes down, it makes a difference. Not only does it impact the education of students in need, but the education of those who are able to advance.
69. Don't be afraid to truly eliminate programs. Transportation and food service should pay for themselves rather than be subsidized from the general fund.
70. Parents should pay more for their childrens sports
71. I would ask that the team keep in mind the developmental process of children ages 4-18. Make sure the demands and expectations that are placed on the students are developmentally appropriate.
72. Eliminate breakfast programs Increase sporting fees
73. Go with the 1:1 technology. It will cost less than textbooks, computers could be monitored by assigned student (for damage--you can already monitor what they log onto), and the majority of the schools are struggling to have enough computer time for whole
74. Make kids be more active. Make our district be a place quality educators want to stay.
75. The cost per student at Susan B English is almost \$32,000 per year. That is out of control and should have been corrected years ago. We need a more fair distribution of limited funds spread more fairly over the district.
76. Remember the kids needs above anything else- keep personal agendas out of the discussion and remember that the world changes a lot in 5 years and we need to make sure students are ready and willing to work.
77. Remember that student *learning* is the goal in our district. It is obvious that we need to make budget related adjustments, but don't shuffle all of these poor kids off to ineffective online programs just because they seem to pass them.
78. Keep the students best interest in mind
79. Buzz words and educational trends will come and go, but a student's need to be valued, loved, and guided as they explore this dynamic world will always be the same. Ask "will this help these students be better people, able to face challenges together in t
80. Start at the outside of the onion instead of the middle. An onion is made of layers, put the student at the center and change the layers that are furthest away from the student. Raising the PTR is a simple fix but not the best answer. This is an exampl
81. Know the current needs, but in planning, look outside the box. I believe that planning is going to need to do that more all the time. Families, education, technology, etc. are not what they were 30, 10, or even 5 years ago. Be the leader for what's best f
82. Put students first. Understand that education is not a pawn.
83. Look at the big picture. Students need opportunities to be well rounded individuals. It is not all about being the most advanced student or winning 40 straight games. It is about raising capable, responsible students. Sports, academics and leadership acti
84. Communicate better with parents on a classroom and school wide level. That is my biggest dissatisfaction.
85. I want my children to be competitive in any job market or college they dream about.. I want them to own their own learning, to know how to advocate for what they need, and to be ready to be an officer in the military or student at a Ivy League school, if
86. Work smarter not harder!
87. Listen to the students and not just adults.

88. Keep the success of the children in mind. It seems as though many school districts are not in it for the children anymore. I am tired of seeing student's shoved from one grade level to the next, when they are not ready for it. I would like to KPBSD adopt
89. Realize that quality teachers trump top of the line technology and innovative practices. The students more than ever, need role models and actual people to empathize with their needs that may go beyond the academics. We need this addressed first before we
90. We can't TEST the love out of school. We can't over remediate our most troubled youth so they have no drive to want to be here. If we catch the non-readers - the non-achievers early on before their educational plate is so full... maybe we can get them to co
91. Quit putting the small village schools in the back burner. Hire competent principals, not just whoever is willing. Hire teachers who amplify Social Emotional Learning and Character Development to increase the academic performance of the students.
92. Continue to update technology.
93. For technology, look at other schools that have successfully created a PLAN for technology and follow through with it.
94. Online Blended Variable Schedules
95. Look at the financial pros and cons of operating small schools (20 kids or less) Salary cuts at the "top"
96. Online classes, is a valuable asset that is being overlooked at great savings to the district. We don't offer enough online classes and don't give all students the opportunity to take online classes.
97. Good schools bring in more kids to the area. If you can create successful, high-performing schools, you can create a sustainable future and your number of students will increase over time. If you continue to cut teachers/electives, at some point, you wi
98. Make this the district of the future and stop holding on to the teaching styles and traditions of the 20th (and even 19th) century.
99. Always keep the kids the number one priority!
100. Consider what is best for students and their learning.
101. Good luck
102. Fight for more money so we can fund education as a top priority, If our next generation is under-educated we are doomed. Support teachers however they need to prevent burn-out.
103. I attended the community meeting about the states fiscal crisis and was dismayed by the picture that was painted. We were asked to brainstorm about ways to cut the budget but we didn't see the whole picture (borough wide). We were asked to see where we th
104. Students need to know how to communicate, find and process the information they need, and have skills or education that can help and guide them throughout their life.
105. How do you help students feel excited about learning? connect their goals to what they are doing today; projects that challenge/excite every student
106. Approach local businesses to adopt a school or schools and help fund educational needs.
107. Make sure you talk one on one with local staff before making massive changes.
108. Schools could use parent volunteers to operate libraries. Ninilchik elementary staff teach their own P.E. classes, money could be saved if other elementary schools did the same. K-4 class teachers could also teach music. Chapman school could be closed
109. I would like the ability to travel and have my student sign into the "core classes" like and math and reading on vacation. I.e. function more like a business in that respect.
110. The students are the priority, stay focused. They are what represents us.
111. As stated above, I would encourage them to develop better avenues of communication with the stakeholders, I do not see much merit in this survey that only identifies our priorities, without any follow-up to determine what is happening with this informatio

112. I would like to say that school isnt a day car for working families and some have made it that way and set it as the norm and Id ask that we would rethink that. Childhood is a gift to be charished not educated away at a rapid rate.
113. Incorporate diversity, enncourage individualism.
114. Build a multi-year, multi-funded budget
115. Our childrens education and development is priceless
116. Year round school
117. Lobby the politicians; without legislative change, our state is in trouble. Education needs to be secure, not funded at the whims of the general fund or economic trends
118. Think about well-rounded education - don't let technology take the place of teachers - not a substitute - create more relevant opportunities for our students - provide mental health support at the elementary level - the whole child! - offer healthy
119. Prepare student for common items like bank accounts, taxes, housing, jobs