





**Kenai Peninsula Borough School District
Board of Education Goals: 2020 - 2021**

Goal 1: COVID-19 Pandemic Response Plan:			
Strategies and Actions	Responsibility	Timeline	Evidence/Progress updates
Health and Safety  	Superintendents Pandemic Team	July 1, 2020 – June 30, 2021	<ul style="list-style-type: none"> • Smart Start Committee formation (See BoardDocs) • Smart Start Plan Board of Education approval (See BoardDocs) • KPBSD staff training in protocols & mitigations • Monthly Board Work Session updates (See BoardDocs) • Establish Medical Advisory Group (ongoing) • Regular Consultations with AK DHSS staff (ongoing) • Create District COVID-19 Dashboard and web hub • Revisions of mitigations and protocols as new guidance made available (ongoing) • Revision of SMART Start Plan-RED OPERATIONS (December 7, 2020. See BoardDocs) • Planning begun for Fall 2021 School Year • ELC Reopening Schools Grant for screening testing (\$1.3 million for KPBSD) • Final school year 2020-2021 board pandemic work session on June 7, 2021 • SMART Start 2021-2022 Plan to be developed in June 2021
Instructional  	Assistant Superintendent of Instruction, District Instructional Team, Professional Development	July1, 2020 – June 2021	<ul style="list-style-type: none"> • Smart Start Committee formation (See BoardDocs) • Smart Start Plan Board of Education approval (See BoardDocs) • KPBSD staff training in protocols, mitigations, and instructional models. • Ongoing staff PD and training on blended, hybrid, distance delivery models

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	Team, and building principals		<ul style="list-style-type: none"> • Monthly Board Work Session updates (See BoardDocs) • Additional staff content area workgroups established to provide instructional input for certain content areas (music, PE, special education, etc.) • SMART Start Revision work group formed with expanded membership • Revision of SMART Start Plan-RED OPERATIONS (December 7, 2020. See BoardDocs) • Enhanced summer programs planning and implementation to address “student learning loss” • Planning begun for Fall 2021 School Year including development of a new 2021-2022 SMART Start Plan
Financial & budgetary ✓ 🔄	Superintendents Pandemic Team and Director of Finance	June 2020 – June 30, 2021	<ul style="list-style-type: none"> • ESSER I, ESSER II, ESSER III funds and plans • General fund revenues as appropriate
Communication ✓ 🔄	Superintendent and Director of Communications, Community & Government Relations	July 1, 2020 – June 30, 2021	<ul style="list-style-type: none"> • Regular website updates • Creation and launching of the COVID-19 Hub on the webpage • Creation and launching of the District COVID-19 Dashboard • Board Reports to the Board of Education Communications Committee • Press Releases • Weekly interviews with media outlets • Direct emails to parents and staff • Attending weekly DHSS and State PIO meetings, etc.
Social and Emotional Wellness ✓ 🔄	District Leadership Team, School Principals, School Counselors, School		<ul style="list-style-type: none"> • Use of ESSER funds for new elementary counselors • Regular focus on Social and Emotional Learning throughout all district schools • District lead Kindness and Thankfulness media campaigns • Mental health supports

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	Psychologists, Nursing Staff		
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Goal 2: Successful Superintendent Search Process leading to the hiring of a new Superintendent of Schools for the 2021-2022 School Year.			
Strategies and Actions	Responsibility	Timeline	Evidence
Board search committee ✓	Board President, Board of Education, Superintendent Search Oversight Committee	Summer 2020	<ul style="list-style-type: none"> • See BoardDocs Superintendent Search
Timeline ✓	Superintendent Search Oversight Committee	Fall 2020	<ul style="list-style-type: none"> • See BoardDocs Superintendent Search
Community Survey ✓	Director of Communications	November 2020	<ul style="list-style-type: none"> • See BoardDocs Superintendent Search for survey and final results
Search firm ✓	Superintendent Search Oversight Committee	Fall 2020	<ul style="list-style-type: none"> • See BoardDocs Superintendent Search
Job description and policy revisions ✓	Superintendent Search Oversight Committee and Board of Education	Fall 2020	<ul style="list-style-type: none"> • See BoardDocs Superintendent Search
Communication & recruitment ✓	Search Firm and Superintendent Search Oversight Committee	Fall/Winter 2020-21	<ul style="list-style-type: none"> • Position posted by search firm
Finalist selection ✓	Board of Education	January 2021	<ul style="list-style-type: none"> • January 21, 2021 Board Selection meeting


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Interviews ✓	Board of Education	January 26, 2021	<ul style="list-style-type: none"> Public interviews held January 26, 2021
Offer & contract ✓	Board President and Board of Education	February 2021	<ul style="list-style-type: none"> Board Action (See BoardDocs) from February 9, 2021

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Goal 3: Successful settlement of new bargaining agreements with all employee work groups.			
Strategies and Actions	Responsibility	Timeline	Evidence
Establish District team ✓	Board of Education and Superintendent	Fall 2021	<ul style="list-style-type: none"> • Interest Based Bargaining Team for KPEA & KPESA bargaining (Debbie Carrie, Matt Morse, Elizabeth Hayes, Clayton Holland, and Nate Crabtree) • Dave Jones and Saul Friedman for KPAA traditional bargaining • Dave Jones and Clayton Holland for Exempt staff and District Officer administrators
Interest based bargaining process and training with all stakeholder teams ✓			<ul style="list-style-type: none"> • Trainings held • Ongoing IBB meetings and sessions culminating on May 19, 2021 • Updates to the Board of Education
KPEA & KPESA 🔄 ✓	IBB Team	Ongoing 2020-2021 school year	<ul style="list-style-type: none"> • Ongoing IBB meetings and sessions culminating on May 19, 2021 • Updates to the Board of Education • Updates from IBB Team • Tentative Agreements reached by the IBB Teams on May 19, 2021 • Ratification votes scheduled for August when staff return to work
KPAA 🔄	District Team	Ongoing 2020-2021 school year	<ul style="list-style-type: none"> • Multiple bargaining sessions with KPAA • Mediation with Federal Mediator December 16, 2020 • Advisory Arbitration April 29, 2021 • Briefs being written by both parties and must be submitted to the Arbitrator within 30 days (Late May 2021) • Arbitrators final report and recommendations due by mid/late July 2021
Exempt 🔄	TBD	TBD	<ul style="list-style-type: none"> • Process not started (as of June 7, 2021)

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			<ul style="list-style-type: none"> Likely timeline for meet and confer is June/July 2021
District Office Administrators 	TBD	TBD	<ul style="list-style-type: none"> Process not started (as of June 7, 2021) Likely timeline for meet and confer is June/July 2021

 Completed

 Ongoing

 Not Completed

 /  Completed/Ongoing